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## NEWS: EUROPE

Northern League insists on 31-year-old former student activist 'to breathe new life into parliament'

## Italian allies agree choice of speakers

By Robert Graham in Rome

The three main parties of Italy's Freedom Alliance yesterday buried their differences over the choice of speakers for the two houses of parliament and agreed on compromise candidates.

The agreement paves the way for a smooth opening of Italy's 12th postwar legislature today and early election of the speakers of the senate and chamber of deputies. This is the first constitutional step towards forming a new government, which is likely to be headed by media magnate Mr Silvio Berlusconi.

The Alliance parties - Mr Berlusconi's Forza Italia, the populist Northern League and the neo-fascist MSI/National Alliance - have been squabbling for four days over who should fill these two key institutional posts. The most difficult has been that of the senate, where the Alliance is six seats short of a majority and whose speaker deputises for the president of the republic.

Yesterday, the three parties agreed to propose Mr Carlo Scognamiglio, an economist

and former rector of the private Rome university, Luiss. Mr Scognamiglio was a Liberal senator who transferred to Forza Italia.

His good contacts with the Rome establishment are considered likely to attract some cross-party support to help the Alliance majority. He is also well connected to the business world through his second wife, the daughter of Susanna Agnelli (sister of Fiat boss Giovanni) and his current company, Cecilia Pirelli, daughter of Leopoldo Pirelli, the former head of the family tyre and cables group.

The agreement on Mr Scognamiglio, 49, who studied at the London School of Economics, was made possible by the withdrawal of the League candidate, Mr Francesco Speroni. The League, as the party with the most parliamentarians in the Alliance, had insisted on one of its own being the senate speaker. By persuading him to stand down, Mr Berlusconi has been able to demonstrate he is not going to be dictated to by the League with its strong federalist aims.

But as a sop, the Alliance



Irene Pivetti, 31, proposed speaker of the chamber of deputies. If approved, she will be the youngest postwar speaker

agreed to accept a League deputy to act as speaker of the chamber. They chose to propose Ms Irene Pivetti, 31, a former Catholic student activist and League deputy for Monza in the previous legislature.

Never before has such a young and inexperienced per-

son been proposed for this key moderating post in the chamber, but the Alliance wanted to signal their desire to breathe new life into a discredited parliament.

Commenting on the proposal to nominate Ms Pivetti, Mr Massimo Scaglia, a Green

spokesman, said: "We Romans are long used to being tolerant. Since Caligula proposed a horse to be senator we are not surprised by anything."

Today, as the new parliament convenes, the immunity of the members of the 11th legislature is finally removed.

This means that 26 members risk immediate arrest, the most prominent being Mr Giulio De Donato, the former Socialist minister, whom Naples magistrates have been seeking to arrest on a string of corruption charges for several months.

## EU 'should help draw in central European states'

By David Gardner in Brussels

The European Union should set up new structures to help integrate central Europe and to circumvent vested interests which could prevent these nations joining the union for at least two decades.

This is the conclusion of a report for the European Commission published today by Richard Baldwin of the Centre for Economic Policy Research, the independent think-tank.

Mr Baldwin says present arrangements consist of bilateral Association Agreements, which link the central Europeans separately to the EU. These allow limited access to the EU market, but do nothing to promote intra-central European trade and inhibit investment in the region.

Beyond the Association Agreements lies the far horizon of EU membership, promised for an unspecified future at last year's Copenhagen summit of Union heads of government. But in between, Mr Baldwin said "there is nothing to get us from here to there."

He argues that two concentric circles should be built around the EU core gradually to integrate central Europe.

The outer circle would include all central Europe and provide a duty-free zone for industrial products. Any liberalisation in one member would have to extend to all others, promoting trade on a pan-European basis. Mr Baldwin says this move would make trade policy more predictable and entice investors.

A second circle, an Organisation for European Integration, closer to the EU for front-runners like Hungary, Poland and the Czech and Slovak republics and possibly Slovenia, would spread the single market to the region. Free movement of labour would be excluded but any central European country could move into this circle as soon as it was ready.

Although Germany, due to take over the EU presidency in July, is expected to push for Hungary, Poland and the Czech and Slovak republics to join by 2000, Mr Baldwin believes this will be resisted.

He estimates the cost of their entry in 2000 in farm and regional subsidies would be a net Ecu56bn. (866m) and that these four countries would need to grow at 6 per cent a year for two decades to reach

75 per cent of average EU income.

Mr Baldwin notes that EU farmers and poor regions would fight entry, richer member states will balk at the implied 60 per cent increase in their contributions to the union budget, and small EU members will resist dilution of their powers in the inevitable reform of EU voting rules which would follow.

The need to broaden the current structure has already established itself in the Commission's current review of central Europe policy. But Mr Baldwin's analysis underplays the extent to which security concerns could propel faster integration of central Europe. Equally, his consideration of integration costs ignores the fact that the bulk of current regional aid to poor EU member states flows back to the richer countries as construction contracts and equipment supplies.

● *Towards and Integrated Europe*, by Richard E Baldwin, from CEPR, 25-33 Old Burlington Street, London W1X 1LB (Fax: 4471-734 8760), Price £22.95/\$39.95 or in North America from Brookings Institution (Fax: 1-202-797 6004).

## German parliament relaxes labour law

By Michael Lindemann in Bonn

The German parliament yesterday approved a long-awaited series of measures to relax labour market regulations and encourage job creation, thereby reducing Germany's jobless figures, which recently reached a post-war high.

The law will allow private employment agencies to enter a market which has until now been run exclusively by a state-owned agency. It will also encourage part-time working, a measure vigorously resisted by Germany's trade unions.

Unemployed people will be encouraged to do paid work to help the community without losing their benefits, and to take on more seasonal work.

The Social Democratic party and other left-wing opposition parties said the law would not create new jobs but would whittle away workers' benefits.

Unemployment reached 4.08m in January, a post-war high. There have been forecasts that the number of jobless could rise to 4.5m this year.

The official east German unemployment rate is 17 per cent, although German figures do not include people on job creation schemes, short-time work or early retirement.

With a general election in October, Chancellor Helmut Kohl hopes the new law and subsequent measures will counter suggestions the government is doing nothing.

However, it is unlikely the new legislation will bring any immediate relief to the unemployed. Analysts say the present high unemployment rate has little to do with a cyclical downturn in the economy and more with over-manning and excessive wages.

Mr Norbert Blum, employment minister, said the government had created 3m jobs in the last 10 years and that unemployment was still high in part because a further 2.6m people had entered the labour market.

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## Car sales on the road to recovery

By Kevin Dene, Motor Industry Correspondent

New car demand in west Europe has begun a slow recovery from the worst recession since the war.

Sales rose an estimated 5.7 per cent in March to 1.25m from 1.19m a year ago, the third consecutive monthly rise year-on-year.

In the first quarter of 1994 west European new car sales have increased an estimated 5 per cent to 3.23m from 3.07m a year ago.

Sales fell sharply by 15.4 per cent in 1993 to 1.14m throwing much of the European motor industry into loss.

In the first three months this year new car sales were higher in 12 of 17 markets across western Europe, and last month the Italian car market ended 19 months of continuous decline.

The recovery has been led by the UK, which was the first large car market in Europe to enter recession, but sales are now also recovering significantly in France, Spain and in Scandinavia.

In March new car sales rose by 15 per cent in the UK, by 13 per cent in France and by 18 per cent in Spain. Last month sales were lower than a year ago in only four western European markets.

The pace of the recovery is still being slowed by Germany, the biggest car market in Europe, where new car sales are estimated to have dropped by 2.1 per cent in March to 356,000.

Carmakers are reporting a substantial increase in new orders in Germany, however. Opel, the German subsidiary of General Motors of the US,

said yesterday its intake of new orders in March was 25 per cent higher than in the same month a year ago following a 30 per cent increase in February.

The increase in new orders had allowed it to cancel short-term working planned at its Bochum plant and would necessitate extra shifts at its plant at Eisenach in eastern Germany.

Three west European countries - Denmark, France and Spain - are stimulating new car sales through the introduction of cash incentives to encourage the scrapping of old cars, and a similar move is under consideration in Italy.

PSA Peugeot Citroën of France and General Motors of the US (Opel in continental Europe and Vauxhall in the UK) have gained most ground among the big six volume car-makers in Europe in the first three months this year.

The French group increased its sales volume by an estimated 11.4 per cent in the first quarter, while GM sales rose by 9.8 per cent.

The Volkswagen group of Germany and the Fiat group of Italy, which both fell into heavy losses last year, are still losing ground in the west European market, although Seat, the VW group's troubled Spanish subsidiary, increased its sales by an estimated 18.7 per cent.

Mercedes-Benz, the German executive and luxury car-maker, is recovering sharply after suffering two difficult years and has increased its sales by 40 per cent in the first quarter, helped by the successful launch of its new C-Class executive car range.

WEST EUROPEAN NEW CAR REGISTRATIONS January-March 1994				
	Volume (Units)	Volume Change (%)	Share (%) Jan-Mar 94	Share (%) Jan-Mar 93
<b>TOTAL MARKET</b>	3,225,000	+5.0	100.0	100.0
<b>MANUFACTURERS:</b>				
Volkswagen group	528,000	+2.5	16.4	16.8
- Audi	353,000	+0.7	11.0	11.4
- Seat	82,000	-2.9	2.5	2.7
- Skoda	79,000	+13.7	2.5	2.3
- General Motors	14,000	+27.5	0.4	0.3
- Opel/Vauxhall	417,000	+4.8	12.9	12.4
- PSA Peugeot Citroën	395,000	+8.0	12.4	11.9
- Peugeot	14,000	+32.6	0.4	0.3
- Citroën	406,000	+11.4	12.6	11.9
- Ford	240,000	+5.0	7.4	7.4
- Jaguar	163,000	+20.1	5.2	4.5
- Ford Europe	385,000	+5.1	12.0	11.9
- Jaguar	3,200	+10.2	0.1	0.1
- Fiat group	270,000	-0.8	11.8	12.1
- Fiat	268,000	+2.4	8.9	9.1
- Lancia	48,000	-9.7	1.5	1.7
- Alfa Romeo	33,000	-12.4	1.0	1.2
- Renault	328,000	+0.5	10.2	10.6
- BMW group	201,000	+7.5	6.5	6.1
- BMW	93,000	-0.3	3.1	3.2
- Rover	102,000	+16.4	3.2	2.9
- Mercedes-Benz	115,000	+39.8	3.6	2.7
- Nissan	109,000	+2.1	3.4	3.5
- Toyota	83,000	-2.2	2.6	2.8
- Volvo	53,000	+20.7	1.7	1.4
- Mazda	48,000	-10.1	1.5	1.8
- Honda	40,000	+4.5	1.2	1.2
- Mitsubishi	31,000	-14.2	1.0	1.2
- Suzuki	23,000	-14.8	0.7	0.9
<b>Total Japanese</b>	353,000	-4.1	11.0	12.0
<b>MARKETS:</b>				
Germany	649,000	+1.0	26.3	27.4
Italy	538,000	-8.1	16.7	18.1
United Kingdom	529,000	+16.8	16.4	14.8
France	454,000	+12.5	14.1	13.1
Spain	201,000	+15.6	6.2	5.7

\* VW holds 31 per cent and management control of Skoda.  
\* Includes sales reported from 12 west and central Europe.  
\* GM holds 50 per cent and management control of Opel/Vauxhall.  
\* PSA Peugeot Citroën includes Lancia, Alfa Romeo, Innocent, Ferrari and Maserati.  
\* BMW owns 50 per cent of Rover group and is to acquire the remaining 50 per cent from Honda.  
\* Nissan owns 50 per cent of Infiniti group and is to acquire the remaining 50 per cent from Honda.  
\* Source: Industry estimates.

## EUROPEAN NEWS DIGEST

## Enterprise fund for Russia

A fund to help privatised enterprises in Russia develop their competitiveness and efficiency was announced yesterday in Moscow. The fund, approved by the Group of Seven last July, will have an initial capital of \$100m (\$88m) and loan and other guarantees of \$150m. Mr Michael Blumenthal, the former US Treasury secretary and chairman of the Fund for Large Enterprises in Russia, said the fund had already begun looking for investment opportunities. "The real process of privatisation has only just begun - and that is to make the companies focus on becoming competitive in the market," he said.

Funds have been provided by USAID, with guarantees from the Overseas Private Investment Corporation. The fund, to be headed by Mr Austin Beutner, a former merchant banker, will have its headquarters in Moscow and an office in New York. Foreign investment is picking up markedly - though from very low levels. However, political and economic uncertainties have suppressed rapid growth of foreign enthusiasm. John Lloyd, Moscow.

## Moscow taxes currency trading

Moscow's municipal authorities yesterday introduced a 0.1 per cent tax on foreign currency trading on the capital's currency exchanges. Bankers predicted the bulk of business would shift to the unofficial interbank market. The Moscow Interbank Currency Exchange (Micex) said the tax, which applies to all foreign currency sales and purchases through the city exchanges, took effect immediately. Plans to introduce the tax were announced earlier this year despite opposition by the central bank and commercial banks. The shift in foreign exchange trade away from Micex will hit the central bank's ability to intervene on markets, bankers said. Average trading volume on Micex is around \$40m a day, well below the estimated \$200m on the unofficial market. Reuters, Moscow.

## Far-right party escapes ban

Germany's right-wing Republican party is becoming increasingly extreme but members' behaviour has not reached a stage where the party could be banned, Mr Manfred Kanther, the interior minister, said yesterday. Mr Kanther said the constitutional court in Karlsruhe would throw out any case on the basis of existing evidence. Although individual party members were committing offences, this was not sufficient to ban the party.

The German Communist party was the last party to be banned by the constitutional court in the 1950s, in a case which lasted five years. Violent offences by right-wing extremists last year totalled 2,232, 15 per cent lower than the year before. Seven people died in right-wing violence last year, according to the annual report by the agency for constitutional protection. The 23,000 party members have been under observation since December 1992 in all 16 Länder (states). Michael Lindemann, Bonn.

## Mandatory energy saving urged

Mandatory targets on energy-saving should be introduced if voluntary agreements prove insufficient to cut energy use and carbon dioxide emissions, according to a working party of the Brussels-based Centre for European Policy Studies. Over-concentration on the stalled EU carbon tax has deflected attention from energy conservation, both as a means to sharpen competitiveness and to meet EU commitments to stabilise carbon dioxide emissions, the working party said.

The working party, comprising representatives of 10 oil companies and utilities as well as manufacturing companies, prefers the voluntary approach that industry has so far emphasised in opposition to energy taxes or regulation. But it wants national targets for energy efficiency and a new title in the Maastricht treaty committed to it. If the voluntary approach fails, it calls for obligatory energy management in industry, regulations to stop utilities promoting increased consumption, mandatory standards of energy efficiency for appliances, and requirements for companies to report on energy performance. David Gardner, Brussels.

## Sweden swinging to the left

Support for Sweden's opposition Social Democrats has risen to 50.5 per cent against 39.9 per cent for parties in the centre-right government, according to an opinion poll yesterday. The poll suggests the party is benefiting from turmoil in New Democracy, the populist party which holds the balance of power, where support has crumbled to 2.5 per cent from 4.5 per cent in a month. A Social Democrat victory in September's general election is viewed as strengthening chances of a "yes" vote in the Swedish referendum on EU membership on November 13. Christopher Brown-Humes, Stockholm.

## Balladur survives censure move



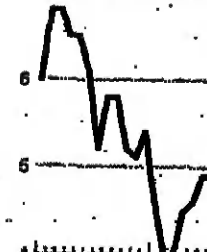
French Prime Minister Edouard Balladur (left) yesterday easily escaped censure of his government's employment policy on a motion tabled by the Socialist and Communist opposition that gained 87 votes, far short of the 289 needed for it to pass. But the prime minister was warned by his supporters that a better dialogue within his own party would have saved him from some recent mistakes. At a separate Gaullist party meeting, the leader, Mr Jacques Chirac, told Mr Balladur: "Don't be alarmed, dear Edouard, at the suggestions made by members of your majority. They are only made out of a desire to succeed together." David Buchan, Paris.

## ECONOMIC WATCH

## Spanish inflation disappoints

## Spain's Inflation

Annual % change in CPI



Source: Datapress

The expected fall in Spanish inflation has so far failed to materialise as March consumer price data showed a 5 per cent rise from the previous year. The monthly increase of 0.3 per cent brought accumulated inflation this year to 1.4 per cent, slightly higher than in the same period last year. The government target for the year is to bring the rate down to 3.5 per cent. The underlying inflation rate, excluding volatile fresh food and energy prices, rose 0.5 points from February, leaving the increase compared with a year earlier at an unchanged 4.9 per cent. Bank of Spain figures meanwhile showed a 2.2 per cent monthly increase in broad M4 money supply, with an 8.7 per cent increase in lending to the private sector. David White, Madrid.

Norway's trade surplus fell to Nkr1.57bn (\$146m) in March from Nkr3.5bn in February and Nkr4.5bn in March 1993. The cumulative January-March figure fell to Nkr14.42bn from Nkr14.42bn in the same period last year.

Italy's machine tool orders rose 30.7 per cent year-on-year in the first quarter of 1994, the first rise for three years, the industry association Ucima reported. Domestic demand rose 17.4 per cent, while foreign orders were up 44.9 per cent compared with the same period last year. Ucima said this was a sign of rising industrial confidence.

The number of registered unemployed in Poland dropped by about 19,000 in March, a jobless rate of 16 per cent.

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# Bundesbank rate cuts win praise abroad

By Peter Norman,  
Economics Editor

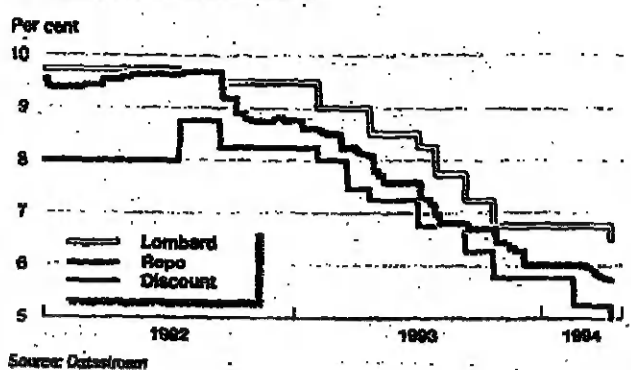
Yesterday's unexpected Bundesbank decision to cut both the discount and Lombard rates by 0.25 percentage points to 5 per cent and 6.5 per cent respectively won praise from the US Treasury and triggered a rash of rate cuts in continental Europe.

But the German central bank itself was at pains to banish any idea that it was currying favour abroad ahead of meetings later this month of world finance ministers at the International Monetary Fund or the next get-together of ministers and central bank governors from the Group of Seven countries in Washington on Sunday, April 24.

Instead, Mr Hans Tietmeyer, the Bundesbank president, underlined that the decisive factor behind the Bundesbank's decision was its expectation that inflation in Germany would fall in the months ahead to below 3 per cent in the second half of this year.

Sharply reduced inflationary expectations - reinforced by

German interest rates



Source: Oesterreich

the unexpectedly favourable outcome to this year's spring wage round and falling unit labour costs - have allowed the Bundesbank to discount any inflationary implications in the very rapid growth of M3, the bank's targeted measure of money supply.

Although broad money, as measured by M3, grew at an annualised rate of 17.5 per cent in February and so well above its target growth range of 4 to 6 per cent by the end of this year, Bundesbank officials yesterday stressed that this was due to special factors.

Changes in German tax laws had provoked a massive liquidation by German investors of mutual funds held in Luxembourg earlier this year as well as substantial sales of dwellings. Cash realised through these transactions landed in German bank accounts just as bond markets worldwide were suffering the repercussions of February's move to devalue money in the US. As a result, the cash

stayed on deposit, swelling German M3 numbers.

By cutting its psychologically important discount and Lombard rates, the Bundesbank hopes to persuade investors that German rates are decoupled from the rise in US rates and that they can place their money profitably in long term instruments such as German government bonds.

Such action on a substantial scale would slow the growth in M3 and could justify the Bundesbank's decision yesterday to

The Bundesbank made record profits of DM18.83bn (£7.48bn) last year, defying the recession in Germany which its critics allege it helped to foster with unnecessarily high interest rates, writes David Waller in Frankfurt.

Mr Hans Tietmeyer, Bundesbank president, expressed satisfaction but no gloom about the profits.

The profits reflect the turbulence in world currency markets last year and are up from the DM14.73bn made in 1992. Of the total, DM18.26bn was transferred yesterday to the government, where all but DM7bn of the cash must by law be used to pay off government debt as it falls due. The rest can be offset against the budget deficit.

Mr Theo Waigel, finance minister, said yesterday he was pleased with the result but stressed that the profit did not create room for more public spending. It would mean that the government would borrow DM11bn less this year on the capital markets than originally planned, he said.

Although a surprise to financial markets, yesterday's German rate cuts are consistent with the cautious monetary easing pursued by the Bundesbank since the crisis in the European exchange rate mechanism in the autumn of 1992.

The important repurchase or "repo" rate, which the Bundesbank uses to steer monetary conditions, was left at 5.7 per cent yesterday.

At this level the repo is

slightly below the mid-point of the new "corridor" set by the discount and Lombard rates. Yesterday's rate cuts create scope for a further modest easing in German money market rates.

Although yesterday's action will have a modest fallout in terms of borrowing costs, the move was warmly welcomed by ministers of Chancellor Helmut Kohl's embattled centre-right coalition in Bonn as support for the government's efforts to boost growth and employment.

While convincing itself that it was adhering to its anti-inflationary duty, the Bundesbank appeared for once to have pleased both international and national opinion.

But a comment from the German Federation of Chambers of Commerce (DIHT) that the Bundesbank "should not neglect the still unsatisfactory growth in the money supply" in its policy decisions was a reminder of the strong support that rigorous anti-inflationary policies command in German business circles and public opinion.

# Russia seeks to bind CIS economies

By John Lloyd in Moscow

Russia, which today hosts the Commonwealth of Independent States summit, will propose the creation of an inter-state Economic Committee to be based in Minsk, the capital both of Belarus and of the CIS.

The Committee's responsibilities have not been defined - but it is likely to be seen as a forerunner of a central bank for states participating in the economic union.

Also on the agenda of the one-day meeting will be the creation of a free trade zone, agreement on the creation of transnational companies and the concept of a "payments union".

The proposal for the new institutions follows agreement between Russia and Belarus on a close economic union under which Belarus would lose all effective economic independence, its temporary currency and its independent central bank.

Mr Victor Chernomyrdin, the Russian prime minister, has made as sure as he can through active lobbying that the agreement will be ratified by the Russian parliament, while the Belarus chamber, dominated by pro-Russian deputies, is also likely to produce the two-thirds majority required.

Mr Stanislav Bogdankevich, the governor of the Belarus Bank who signed the agreement in Moscow, said in Minsk that he did so with the reservation that it contravenes the Belarus constitution and that until that is settled, he would regard the agreement as inoperative.

Mr Thomas Wolf, a senior official of the International Monetary Fund, said yesterday that the agreement could spark off "a new round of inflation" in Russia, depending on the rate at which the ruble was exchanged for the Belarus coupon - known as the "bunny".

At the CIS summit, the main problems will be with the leaderships of the two states close

est - after Belarus - to Russia, Ukraine and Kazakhstan.

Tension is still high between Moscow and Kiev after the weekend incidents in Odessa where a Russian ship of the Black Sea Fleet seized radar equipment and Ukrainian militia arrested Russian officers.

A Ukrainian government spokesman said yesterday that three Russian ships were sailing towards Odessa to collect the eight naval families there but, he said, "why do you need such an armada for eight families?"

**Creation of an inter-state committee, a free trade zone, transnational companies and a 'payments union' are all on the agenda**

Talks in Kiev on Tuesday failed to solve the underlying question of the fleet's ownership, and the issue will again be put before Presidents Boris Yeltsin of Russia and Leonid Kravchuk of Ukraine.

One certain absentee today will be President Nursultan Nazarbayev of Kazakhstan.

Mr Nazarbayev had proposed a "Euro-Asian Union of the Slav and Asiatic states in order to bind the western countries of Ukraine, Belarus and Russia more tightly into association with the Central Asian ones - but had been rebuffed by the Russian foreign ministry, which said it "lacked detail".

Mr Nazarbayev was said by the Kazakh embassy in Moscow to have been suddenly taken ill yesterday.

"It's a real illness," said the embassy spokesman, Mr Vyacheslav Kovolev. "It's not a diplomatic one."

# Albania rattles a diplomatic sabre at Greece

Tirane fears Athens has intentions on its territory, writes Kerin Hope

Sheep-rustlers, cigarette smugglers and illegal immigrants have no difficulty evading Greek paratroopers guarding the mountainous border with Albania.

They participate in a flourishing black market in goods and services, tolerated by authorities on both sides of the frontier despite political hostility between Athens and Tirane. However, the killing of two Albanian soldiers at a training centre for recruits outside Gjirokastra on Monday raises fears that Greek right-wingers may be exploiting official laxity to undermine the socialist government's efforts to improve relations with Albania.

Mr Karolos Papoulias, Greek foreign minister, yesterday denied Albania's claim that the attack was carried out by Greek soldiers.

Proposing a meeting with Mr Alfred Serreqi, his Albanian

counterpart, to discuss the incident, Mr Papoulias said Greece wants "normal, co-operative relations with Albania," but not at the cost of discrimination against the ethnic Greek minority in southern Albania.

The presence of the Greek minority in what Greeks call North Ipiros, however diminished by massive emigration to Greece over the past three years, gives the Albanian government some leverage in an awkward relationship with its neighbour. Albania fears that Greece still has territorial designs on North Ipiros, briefly occupied by Greek troops in the first world war.

Though successive Greek governments have repeated that existing borders in the Balkans must be respected, a nationalist faction in the conservative opposition New Democracy party speaks openly of the need to "main-

tain the Greekness" of southern Albania.

A claim of responsibility for Monday's attack by the North Ipiros Liberation Front, last heard of as a right-wing resistance group during the German occupation of Greece during the second world war, is causing the socialist government concern.

The strength of the Albanian government's reaction, expelling the Greek consul in Gjirokastra, asking the UN Security Council to condemn Greece and calling for a European Commission inquiry, underlined the anxiety felt in Tirane.

The attack followed reports that Tirane was encouraging Albanians from the north of the country to settle in the south, left uncultivated since the exodus of ethnic Greeks across the border.

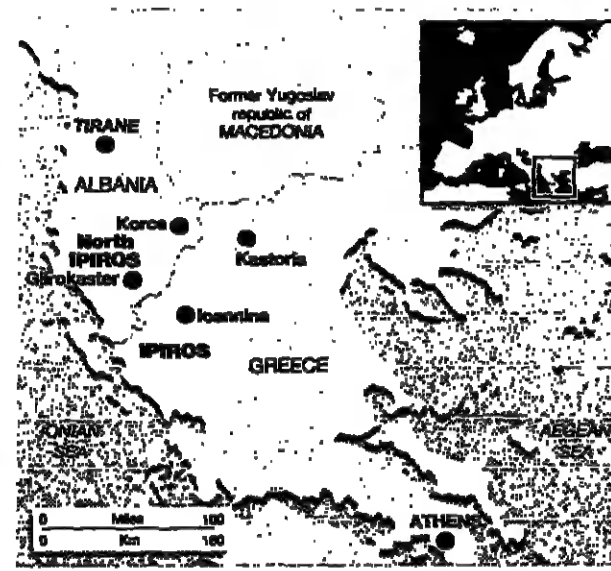
At least half the estimated 200,000 Albanians working illegally in Greece claim ethnic

Greek origins, entitling them to residence permits and eventual citizenship. As a result, dozens of villages in southern Albania are populated by a few elderly people and school-age children. However, the size of the ethnic Greek minority is disputed. The official Greek estimate is 200,000, while the Albanian government figure is less than 100,000.

Ethnic Greek communities claim frequent human rights violations, with Albanian authorities restricting Greek participation in privatisation of small businesses and curtailing teaching of Greek in schools.

The situation in Gjirokastra has been tense since last summer, when violent demonstrations followed the expulsion of a Greek Orthodox priest accused of distributing nationalist propaganda. Greece retaliated by expelling some 20,000 Albanian migrant workers.

Mr Papoulias, who did much



to improve ties with Albania's communist government in the 1980s, has been trying again, this time with President Sali Berisha's Democratic party. One Greek official said yesterday that implementing his policy of closer co-operation with Albania on border security, customs controls and work permits for Albanian workers is "now a necessity."

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## US tobacco companies go on defensive

By George Graham  
in Washington

US tobacco companies yesterday denied that cigarettes were addictive or that they manipulated the nicotine levels in their products, as they tried to defend themselves against a ferocious assault by members of Congress.

"Cigarette smoking is not addictive," said Mr William Campbell, president of Philip Morris USA, one of the leading tobacco industry executives who appeared before a House of Representatives health committee.

The industry faces a three-pronged assault with potentially devastating consequences for its future.

The US Food and Drug Administration is considering whether to regulate nicotine as an addictive drug - a move that could lead to a ban on cigarettes containing nicotine - and the Labour Department has proposed a ban on smoking in all US workplaces, including restaurants and bars, because of the deaths caused by second-hand smoke.

Also, the tax on cigarettes is likely to leap from 24 to 99 cents (16p to 67p) a pack, to help pay for the reform of the US healthcare system.

The committee chairman, Congressman Henry Waxman, opened the ill-tempered and confrontational hearing yesterday

day by requiring the tobacco executives to testify under oath.

"This hearing marks the beginning of a new relationship between Congress and the tobacco companies," Mr Waxman said, before beginning a hostile cross-examination of the industry representatives.

The executives denied manipulating the level of nicotine to keep smokers hooked even when they switch to lower-tar cigarettes.

Under close questioning from Mr Waxman, all parties admitted they could adjust the concentration of nicotine in their cigarettes through blending different tobaccos.

All, however, said that they did not aim for any particular nicotine level through the blending.

"We do not design our cigarettes with any specification for nicotine. We design them for tar levels," said Mr James Johnston, chief executive of R J Reynolds.

But Mr Waxman said a study by Mr Alexander Spears, now vice-chairman of Lorillard, another cigarette company, showed in 1981 that the tobacco industry had deliberately aimed to raise nicotine levels in low-tar cigarettes.

Mr Spears yesterday told Mr Waxman that he had totally misunderstood the evidence.

RJR share rose, Second Section

## Charges over Chile metals losses

By David Pilling in Santiago

Two former executives of Codelco, Chile's state copper company, have been charged with defrauding the state in connection with losses of more than \$200m (£135m) made on metals futures trading in London and New York.

Mr Owen Guarrini and Mr Carlos Derpsch, former head and deputy head of sales respectively, were the immediate superiors of Mr Juan Pablo Dávila, the futures operator accused of making the unprecedented losses.

Codelco, the biggest copper producer in the world, accounts for 20 per cent of Chile's foreign exchange earnings. The two former executives were charged on Wednesday and both were denied bail. Mr Dávila, also charged with defrauding the state, is also being held.

A fourth executive, Mr Gonzalo Trivelli, former vice-president of sales, was released for lack of evidence. His uncle, former President Patricio Aylwin who stepped down last month, has proclaimed Mr Trivelli's innocence.

Various teams investigating the futures losses have still not discovered exactly how Codelco managed to lose the equivalent of 0.5 per cent of Chile's gross domestic product in a matter of months.

It remains unclear whether controls to prevent big losses were deliberately circumvented or whether the board of directors had been informed of Codelco's speculative - rather than hedging - activities. Even the amount of losses, put at anywhere between \$207m and \$312m, is still in question.

The new administration of President Eduardo Frei has pledged to modernise the unwieldy structure of Codelco. Privatisation has been ruled out but the company's six divisions are to be split into autonomous units, some of which would be able to undertake joint ventures with the private sector. Codelco speculation on metals futures has been suspended indefinitely.

## Reviewing a fatal aerial engagement

Jurek Martin examines the downing of two helicopters over Iraq yesterday

The chairman of the US joint chiefs of staff, General John Shalikashvili, almost bristled yesterday when asked a question about the rules of engagement of US forces operating under UN mandate and over Iraq. The general made clear that such rules were not in the public domain, for good reasons of mission security.

But the tragic incident over the skies of northern Iraq yesterday - an apparent accident - combined with the circumstances of the Nato air strikes against Bosnian Serb positions around Gorazde this week to demonstrate the extent to which authority to initiate action may now be vested in local commanders.

This represents a marked departure from the military practices of the Cold War, when it was assumed that decisions to take offensive actions were passed to the highest levels of the chain of command in both Washington and Moscow, including the offices of the respective heads of government.

This was not an infallible safeguard, as the downing in 1983 by Soviet fighters of the Korean airliner to the north of Japan showed. Nor, in the US case, were local commanders completely hamstrung, as was demonstrated in 1987 when the USS Vincennes, sailing in the Gulf, misidentified and shot down an Iranian Airbus.

In both Bosnia and Iraq, US officials made clear this week that no prior authorisation for each action by the president or his secretary of defence was now necessary. In the case of



An American Sikorsky Blackhawk helicopter of the type shot down over the no-fly zone in northern Iraq yesterday

Bosnia, the authority to call in air strikes resides with UN military and civilian officials in New York and on the ground, specifically and respectively General Sir Michael Rose and Mr Yasushi Akashi.

In the US view, Russian anger at not being informed in advance of the Gorazde air strikes, even if that anger was reflected real or feigned ignorance of the automatic rules of engagement of the Nato air force. They point out that even President Bill Clinton himself was not apprised of that action before the event.

Pending further knowledge of the latest incident over Iraq, all Gen Shalikashvili could suggest yesterday was that the US Blackhawk helicopters had

been misidentified by the two F-15 jets which had shot them down, even though visual contact had been established and even though an Awacs US radar aircraft was on patrol at the time.

In New York, a UN spokesman emphasised that the downed helicopters were neither on a UN mission nor were part of any operation under the organisation's authority. He said they were from a military co-ordination centre set up by Operation Provide Comfort, a multilateral exercise by the US, Britain and France, albeit under the terms of UN resolutions.

Gen Shalikashvili resisted suggestions that operating procedures had been broken. A clear comparison exists with

the incident, days after Mr Clinton took office last year, when US fighters shot down Iraqi jets flying in apparently clear violation of the northern Iraq no-fly zone. The decision to engage in combat was taken on the ground.

There is political concern in the US, shared by Mr Clinton, about any abrogation of US military command and control in international peace-keeping or enforcement operations. This reached a pitch last autumn after 18 US troops in Somalia were killed in a Mogadishu firefight, a disaster brought about at least in part by the determination of Mr Boutros Boutros Ghali, UN secretary general, to strike at General Aided, the Somali warlord.

Weeks before, Mr Las Anshin, then US secretary of defence, had refused a request for reinforcement from the US ground commander in Somalia, on the grounds that it would send the wrong signal while peace negotiations were being explored. The administration's overall conclusion was that the views of local US commanders should be respected.

But there was no inclination yesterday to shift the blame for what happened over Iraq to local commanders. Both Mr William Perry, secretary of defence, and Gen Shalikashvili assumed "full responsibility" for what happened. They implied that all local rules of engagement under the UN umbrella will be thoroughly reviewed.

## Clinton objects to caning sentence by Singapore

President Bill Clinton yesterday renewed his objections to a Singaporean court's decision to cane a US teenager for vandalism, reports George Graham in Washington.

Michael Fay, an 18-year-old student at Singapore's international school, was sentenced to six strokes of the cane, four months in jail and a \$33,500 (£1,500) fine for vandalism. Fay is expected to appeal next week to President Ong

Teng Cheong for clemency over the caning, but diplomats say that Mr Clinton's repeated interventions have drawn so much attention to the case that there is now virtually no chance of Singapore overturning the sentence.

Mr Clinton referred to the possibility of permanent scarring and said US public opinion, overwhelmingly on Singapore's side, had mistaken the gravity of the punishment.

## Brazilian MPs expelled

The Brazilian Congress has expelled two members over a bribery scandal, congressional officials said yesterday, agencies report from Brasilia.

The legislature voted late on Wednesday to strip Mr Carlos Benevides of his mandate. He is the son of a former senior congressman and was a leading member of the Democratic Movement Party (PMDB), the biggest in Congress. Earlier, a substitute legislator, Mr Pires Nader of the Brazil Labour Party (PTB), was also expelled.

The two were the first to be sanctioned among 17 deputies recommended

for expulsion by a special Congressional commission examining a bribery scandal that shocked Brazil when it came to light last October.

The 17 are accused of having manipulated public funds and having received bribes to obtain public contracts for private contractors.

Three of the 17 accused have resigned their mandates rather than risk being stripped of them.

Apart from losing their Congressional seats, the expelled deputies will be barred from public office for three years.

## Mexican kidnap threat

Kidnappers who seized the chairman of Mexico's largest banking group last month have threatened to kill him unless their demands are met, agencies report from Mexico City.

"We're set on executing him if you don't fulfil our conditions," said a copy of a typed letter, dated Tuesday and addressed to Grupo Financiero Banamex-Accival, which is headed by billionaire Mr Alfredo Harp Helu.

He was abducted on the morning of March 14 while driving to work from his home in Mexico City. The letter was accompanied by a

hand-written plea, apparently from Mr Harp, and a photograph of him beside a newspaper dated April 12. "Pay the ransom, my life is in danger, give me the opportunity to return to you and to my family," said the letter.

Banamex-Accival officials were not available in comment. Police said the family had asked that the police stay out of negotiations.

The documents did not disclose the ransom being sought or any conditions set by the kidnappers, who accused the financial group of callousness in hiring insurers to assist in the case.

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For the first time, a treaty that will do much to shape the world's future will bear the name of Marrakesh, a city at once Arab and African. The Final Act of the Uruguay Round, marking the conclusion of the most ambitious trade negotiation of our century, will give birth - in Morocco - to the World Trade Organization, the third

pillar of the New World Order, along with the United Nations and the International Monetary Fund.

The fact that this treaty - surely one of the

most important in the History of Nations - is signed in Marrakesh, testifies to the esteem and trust in which the international community holds Morocco. Today, as yesterday, it is in Morocco that the hopes and ambitions of the Nations of the North and the South converge. None was as qualified as Morocco to be at this crossroads of opportunity and hope.





## NEWS: INTERNATIONAL

## UN Rwandan role in doubt as Belgians quit

By Leslie Crawford in Nairobi and Gillian Tett in Brussels

The United Nations was yesterday searching for ways to salvage its peacekeeping operation in Rwanda following a decision by Belgium, the former colonial power, to pull out its 426-man UN contingent from the strife-torn nation in central Africa.

Mr Willy Claes, Belgian foreign minister, said in Brussels that the inadequate protection provided for the UN troops meant that it was now "senseless" to continue the operations under the existing mandate, established after a 1990 peace agreement in Arusha.

The UN presence, he said, had been unable to prevent the deaths of tens of thousands of people in Belgium's former colony. Furthermore, there was such an anti-Belgian climate in Rwanda that soldiers' lives were in danger.

Mr Claes notified Mr Boutros Boutros Ghali, UN secretary-general, of Belgium's intention to withdraw at a meeting in Bonn this week.

Yesterday, visibly angry over the events, Mr Claes added that "the credibility of the UN is now at stake".



Claes: 'terrible, terrible'

His comments reflect the disgust felt by Belgian politicians about the poor protection provided for the UN troops in Rwanda following the massacre of 10 Belgian soldiers last Thursday - deaths that occurred in a "terrible, terrible" manner, Mr Claes said. The 10 were executed by rampaging Rwandan soldiers in the violent aftermath of President Juvenal Habyarimana's death in an air crash nine days ago.

In addition to the Belgian troops serving with the UN force, Belgium also has up to 800 paratroopers in the country

who are organising the evacuation of foreign nationals. These troops are expected to leave tonight, when a deadline set for their withdrawal by the Rwandan government expires.

Mr Boutros Ghali has ordered Gen Romeo Dallaire, the Canadian commander of the 2,500-strong UN Assistance Mission to Rwanda (Unamir), to prepare plans for withdrawal. He has told the Security Council he does not think the operation is viable without a Belgian presence or replacement troops.

The Security Council was meeting last night to discuss what role, if any, the UN could now play in Rwanda. The peacekeepers arrived last October, at the request of Gen Habyarimana's government and the rebel Rwandan Patriotic Front (RPF), which had signed an accord in August to end three years of civil war.

But the collapse of the peace agreement, with rebels fighting the Rwandan army for control of the capital, Kigali, has rendered the UN mission null and void.

The rebels yesterday denied they had agreed to truce talks as they fought for a second day for control of the capital.

## South African mediation effort fails

By Patti Waldmeir and Mark Suzman in Johannesburg



SOUTH AFRICAN ELECTIONS April 26-28

An attempt to resolve South Africa's political crisis through foreign mediation collapsed yesterday.

Mediators packed their bags and left the country's political parties to their disputes. "The fact that it has failed

fills me with sadness," Lord Carrington, former British foreign secretary, told reporters as he, Mr Henry Kissinger, former US secretary of state, and five fellow mediators left their mission after the parties failed to provide them with agreed terms of reference.

The failure of mediation, less than two weeks before planned all-race elections, will seriously undermine hopes for a peaceful poll and for the stability of the new government. Constitutional negotiations may resume after the poll. In the

meantime, the African National Congress will continue trying to do a separate deal with Zulu King Goodwill Zwelithini, to guarantee his constitutional status and persuade him to endorse the poll. At the same time, the ANC will push for a further security crackdown in KwaZulu-Natal, power base of Zulu Chief Mangosuthu Buthelesi, Inkatha leader. Mr Cyril Ramaphosa, ANC secretary general, said more troops would be sent to the area to deal with a predicted surge in violence. Some

213 people have been killed in political unrest since a state of emergency was imposed there on March 31.

Mr Ramaphosa made an unprecedented visit to the Johannesburg Stock Exchange to warn brokers of the imminent collapse of mediation. Markets reacted negatively. The JSE's overall equity index weakened 68 to 4,965 and the commercial rand, the trading currency, dipped 0.62 cents against the dollar to close in London at £3.6008 in spite of central bank intervention.

The three parties to mediation - the ANC, Inkatha and the government - yesterday traded recriminations at separate press conferences. The dispute centred on whether Inkatha's demand for a delay in the election date could be a subject for mediation. The ANC and government insist the April 26-28 election dates are sacrosanct, while Inkatha wanted the election delayed to allow it to prepare for the poll in the event that mediation delivered a constitutional settlement.

## Flag is lowered on 'grand apartheid'

By Michael Holman in Umtata

Major General Bantu Holomisa stood erect, the bugler sounded the Last Post, and the flag of Transkei was lowered for the last time. Nominally independent since 1976, self-governing since the mid-1990s, victim of corrupt leaders as well as apartheid itself, the territory was yesterday re-incorporated into South Africa.

It was an act which, declared Mr Walter Sisulu, the guest of honour and veteran African National Congress leader, marked "the burial of the apartheid system".

Not quite: Chief Mangosuthu

Buthelesi continues to exploit the legacy of apartheid, fighting for what amounts to an autonomous KwaZulu state in the new South Africa. But that bitterly disputed issue was not allowed to spoil yesterday's celebrations.

There were, however, some tense moments. The Escort to the Flag had to use unconventional methods to discharge his solemn duty and save the day from embarrassment. A particularly stubborn knot threatened to prolong the attachment of the Transkei flag to the pole once it had reached the ground.

The white gloves of the offi-

cer did not help; strong white teeth did the trick. A firm grip, a sharp tug, and the crowd cheered as the homeland of Transkei was symbolically set free, and Buzoka Ben and his Band came on stage to set feet tapping.

The occasion symbolises the closing of the last chapter of the apartheid system. It signifies the imminent dawn of a new era of a representative government accountable to all South Africans, the general told the crowd in Umtata's independence stadium.

Comrade Johnson Mlambo, of the radical Pan-Africanist Congress, put past injustice in

the forefront of his concern. The average land holding in the Transkei was under 2.8ha, while across the "border" commercial farms spread out over 1,500ha. The inequity must be addressed, he said.

Popular as a PAC campaign strategy this may be, Gen Holomisa made clear that KwaZulu-Natal is ANC country. Its favourite sons include Mr Nelson Mandela, ANC president.

Gen Holomisa is himself well regarded locally. Number 13 on the ANC's list of candidates for the national assembly to be elected in a fortnight, he is earmarked either for a senior cabinet

post or a top position in the integrated defence force.

The general, who took power in a bloodless coup at the end of 1987, has proved a canny politician. He soon aligned himself with the ANC and the PAC. Yesterday he was looking for votes. Transkei had suffered because Mr Mandela and others from the territory had been in the vanguard of the battle against apartheid, he told the crowd.

This historical grievance had to be redressed by the post-election government, said the general. "And it will," he vowed, "for I will be part of the team".

## Lesotho soldiers kill deputy PM

Dissident soldiers shot dead Lesotho's deputy prime minister yesterday and seized four cabinet ministers in a mutiny apparently over a planned government probe into the army, according to diplomats, Reuters reports from Maseru.

"The deputy prime minister, Solemetsi Baholo, is dead. He was shot while resisting being taken by the soldiers," one said. In Pretoria, the South African Foreign Ministry said it was "appalled by the developments" and would not recognise any government installed by force.

South Africa said it was reactivating a task group of Zimbabwe, Botswana and South Africa that had mediated in the January crisis. Mr Pik Botha, South African for-

eign minister, said the Lesotho government had sought "immediate South African mediation with the Lesotho Defence Force".

But diplomats said there was no indication a coup was under way in the mountain kingdom of 1.8m people, which is surrounded by South Africa. The crisis was rather caused by a mutiny apparently in one section of the army, they said. A Lesotho government spokesman said soldiers from the main Mankonyane barracks were holding the four cabinet ministers at their headquarters.

At least five soldiers were killed and 11 people wounded in the January fighting, which broke out initially over pay and conditions.

## World Bank projection

## Brighter outlook for third world

By George Graham in Washington

The World Bank is projecting a much brighter economic outlook for developing countries over the next decade, despite prospects of slower growth in the industrialised nations.

"The international economic environment is likely to be more favourable for developing countries as a whole during the 1990s than it has been in the last 20 years," said Mr Michael Bruno, chief economist at the Washington-based development institution.

"Developing countries are projected to grow at a rate of 4.8 per cent per annum during the coming decade, considerably higher than the 3 per cent per annum recorded during the 1980s," Mr Bruno said.

Although growth in the industrialised countries has in the past had a large spillover effect on the rest of the world, the World Bank says in its annual assessment of global economic prospects, published yesterday, that the modest growth rates of 2.5 to 3 per cent likely in Europe, North America and Japan over the next decade need not hold back the developing nations.

Mr Bruno said lower real interest rates, higher flows of private capital into the developing countries, fast growing world trade and a stabilisation of real commodity prices should create a more favourable environment for the developing countries.

He warned, however, that generally strong growth could disguise severe disparities between regions and countries:

while east Asia would probably continue to fare well, even modest improvements in growth rates were still likely to leave more people in poverty in sub-Saharan Africa.

East Asia's growth over the next decade is likely to be less spectacular than in the past, because the region will encounter infrastructural bottlenecks and environmental constraints. Nevertheless, growth rates in the region are likely to average more than 7 per cent a year.

South Asia already improved its economic performance in the 1980s, and steady growth rates of around 5.3 per cent a year are projected for the next 10 years, while growth in Latin America and the Caribbean could accelerate to 3.4 per cent a year.

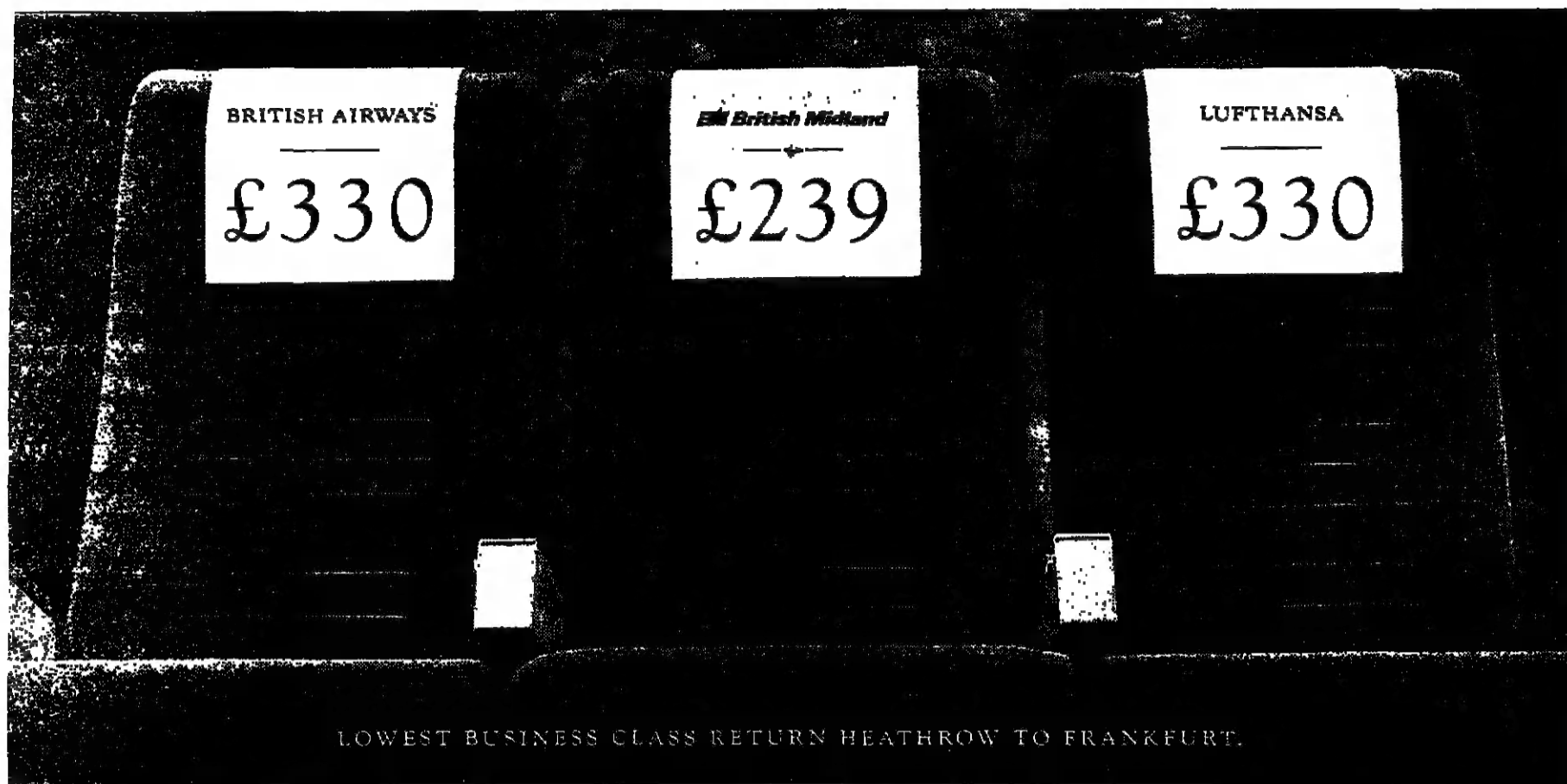
Sub-Saharan Africa has an opportunity for modest acceleration of growth rates to 3.9 per cent a year, especially if the continent's civil wars abate. Nevertheless, the World Bank concludes, "limited stock of capital equipment, infrastructure and human capital preclude any sharp improvement in living standards".

Mr Bruno said that much of the downside risk for the developing countries came from the possibility that the industrialised countries would falter in their efforts to tackle their budget deficits and to undertake supply side reforms, causing higher interest rates, lower growth and protectionist pressures.

*Global Economic Prospects and the Developing Countries, 1994. World Bank, 1818 F Street NW, Washington DC 20433*

GROWTH IN THE DEVELOPING WORLD						
Real gross domestic product, annual % change						
Developing region	74-80 trend	1991	1992	1993	1994-2003 Forecast	Low case
All developing countries	3.4	0.2	0.3	2.1	4.8	3.6
Sub-Saharan Africa	2.1	1.5	1.2	2.5	3.9	2.4
Middle East and North Africa	0.9	3.1	4.0	1.9	3.8	3.2
Europe and Central Asia (ECA)	3.1	-2.2	-1.2	-7.4	2.7	1.6
South Asia	5.0	2.0	4.5	3.8	5.3	4.2
East Asia	7.0	6.9	6.7	6.2	7.5	7.1
Latin America and Caribbean	2.5	3.4	2.8	3.5	3.4	0.8
Developing countries excl. ECA	3.5	3.9	4.9	4.8	5.2	4.0

Source: World Bank



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## NEWS: WORLD TRADE

## The circuitous route from Punta del Este to Marrakesh

Annual growth of world merchandise trade and output



**Punta del Este**  
Uruguay Round launched. US, despite objections by developing countries, gets services, intellectual property and foreign investment restrictions on to agenda. EC reluctantly agrees to inclusion of agriculture.

**Worldwide**  
Negotiations begin in 15 subject areas. US puts forward plan to scrap all farm subsidies within 10 years. EC reacts with incredulity.

**Montreal**  
Mid-term review. Agricultural discord prevents agreement on intellectual property, emergency import protection and textiles. Negotiating framework for services and improved dispute settlement agreed.

**Geneva**  
US backs down on farm subsidies, with final agreement relating only to 'substantial progressive reductions' in trade-distorting farm supports.

**Geneva, Houston, Brussels**  
US blocks preference for 'formula' which would force bigger cuts in high tariffs. G7 pledges to complete Round by year-end, a pledge repeated in next three years, stretching G7 credibility. Discussions continue to founder over agriculture.

**Washington, Geneva, Brussels**  
President Bush gets Congress to approve two-year extension of 'fast-track' negotiating authority. Gatt Director-General Dunkel produces 'draft final act'. France denounces agricultural text. EC demands 'substantial' improvements.

**Brussels, Washington**  
EC agrees to reform Common Agriculture Policy. US agrees with EC terms for reducing EC subsidised farm exports. 'Belt House accord' paves way for resumption of overall negotiations.

**Washington, Geneva, Tokyo**  
Clinton 'fast-track' authority, but sets deadline for final draft. G7 agrees tariff-cutting package. Country-by-country bargaining leads to agreement to submit final package to governments.

**Marrakesh**  
After countries submit tariff schedules and the US and developing countries settle remaining disputes, ministers from about 120 countries sign the final act to replace the Gatt with the new WTO in 1995.

## US farm interests fire warning shot

By Nancy Dunne in Washington



Lobbyists for US agriculture interests have warned President Bill Clinton that the administration must drop proposals to lower farm spending or they will withdraw their support for congressional passage of the Uruguay Round implementing legislation. Twenty-one groups, which expressed their displeasure in a letter to the president, have been among the strongest supporters of the Round. They include the American Farm Bureau, the American Meat Institute, the National Association of Wheat Growers, and the National Pork Producers Council.

Their threatened opposition is the latest in a series of difficulties confronting the administration in its struggle to have the legislation approved this year. The biggest obstacle lies in finding an estimated \$13bn over the next five years to

compensate for the loss of tariff revenue in the US budget. It is proposals to raise the billions through cuts in agriculture programmes which have the farm groups up in arms. They had been assured that the final Gatt deal would not require further reductions beyond those already made in domestic income and price-support programmes.

They are urging the president to shift current funding from programmes either reduced or not allowed by the Gatt to those which are allowed, such as market promotion, export credit and food aid schemes. "Unless these concerns are addressed, it is hard to envision how US agriculture stands to gain as a result of the new Gatt agreement," they said.

Large exporters, such as IBM and Caterpillar, are also worried about the implementing legislation. They say proposals by the labour/industry coalition Licit will undermine the spirit of dumping law improvements negotiated in Geneva. US companies are already being hit with the largest number of dumping cases worldwide, according to Mr Thomas

Gann of Sun Microsystems. He and other exporters say they do not want the dumping laws eased.

"But what is going to happen if other countries further copy our dumping rules?" he said. "This scares computer companies, because we have to go internationally to compete."

Licit is just as worried that the pact will dilute US trade laws. "In virtually every area, current US law provides domestic industry with greater remedies against injurious unfair trade than will exist under the new Uruguay Round regime," it said recently.

Labour groups see the failure of Gatt members to agree to a standing committee on labour rules as confirmation that the global trade body agrees rules purely for the benefit of the giant multinationals.

At a public hearing on international child labour this week, 112 Nobel laureates announced plans to publicise the issue in the US, the European Union and international organisations, including Gatt, to find effective approaches to curb child labour and other forms of child exploitation.



Gatt director-general Peter Sutherland welcomes Mr Tsutomu Hata, Japan's foreign minister, to the conference yesterday

## EU impatience over US-Japan trade row

Sir Leon Brittan talks to Guy de Jonquières

Sir Leon Brittan, the European trade commissioner, warned yesterday that he would not wait much longer for the US to pursue his proposal to involve the EU in its talks with Tokyo on reducing the Japanese trade surplus.

He said in an interview that he would decide in the next few weeks whether the trilateral proposal had any future. That would depend partly on whether the Clinton administration met EU requests to clarify the fundamental objectives of its trade policy towards Japan.

He also said that Mr Mickey Kantor, US trade representative, had assured him this week for the first time that Washington accepted that the Uruguay Round world trade deal would substantially reduce US scope to impose unilateral sanctions on other countries under its Super-301 trade provisions.

Sir Leon called the assurance "of very great significance". However, he said that US insistence that it could still legally use Super-301 in some circum-

stances was "objectionable and unfortunate".

He was speaking ahead of meetings at this week's ministerial conference of the General Agreement on Tariffs and Trade between Mr Tsutomu Hata, Japan's foreign minister, Mr Kantor and US Vice-President Al Gore. Mr Kantor had not told him what issues he planned to raise with Mr Hata.

Sir Leon, who first suggested a trilateral initiative to tackle Japan's trade surplus earlier this year, said he wanted to resolve the matter quickly because his personal credibility was at stake. "I do not see that there is any useful purpose served by keeping it up in the air," he said.

He expressed impatience at the US failure to explain clearly what it wanted from Japan. Mr Kantor had promised - but failed - to give Brussels US papers prepared for the abortive meeting in February between President Bill Clinton and Mr Morihiro Hosokawa, then Japan's prime minister. The EU planned another effort to discover US intentions soon. If the trilateral proposal

proved unworkable, the EU would feel free to criticise the US publicly on issues such as attempts to set targets for a cut in Japan's bilateral surplus in specific sectors. Sir Leon said such targets were "very dangerous" and threatened EU interests.

Sir Leon also cast doubt on the prospects for an EU agreeing with the US to free trade in telecommunications "equipment". The two sides plan further talks after failing to conclude a deal as part of a package of bilateral measures to liberalise public procurement agreed on Wednesday.

He said he was "not really focusing" on telecommunications markets, which were mainly of interest to the US. "I regarded the whole telecommunications issue as an obstacle rather than an opportunity [in the public procurement talks]," he said.

However, he said the procurement deal - which he had not previously thought possible - showed that the two sides could settle bilateral disputes.



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## Cairns Group to stay in business

By Frances Williams in Marrakesh

The Cairns Group of farm product exporters is to stay in being, to continue the push for agricultural trade reform, Mr Bob McMullan, Australia's trade minister, announced in Marrakesh yesterday.

The 14-strong group, chaired by Australia, was set up just before the Uruguay Round of global trade talks began in 1988

in order to lobby for reductions in trade-distorting farm subsidies.

Its other members are New Zealand, Canada, Brazil, Chile, Argentina, Thailand, Uruguay, Colombia, Indonesia, Malaysia, Fiji, Hungary and the Philippines.

The Uruguay Round deal involves cuts of a third in agricultural export subsidies and a fifth in domestic farm supports over

six years. Further negotiations are planned before that period is up to reduce subsidies further.

Separately, US and Canadian ministers failed to resolve a dispute over Canadian wheat exports to the US. Negotiators said the talks would resume late last night or today in an attempt to reach agreement before an April 22 deadline for US sanctions.

## Rivals for Geneva as WTO site

## MARRAKESH DIARY

By Guy de Jonquières

Among the unresolved issues at this week's meeting is the delicate question of the location of the headquarters of the new World Trade Organisation, the larger and grander body which will succeed the General Agreement on Tariffs and Trade next year.

It had been widely thought until recently that the WTO would be sited in Geneva, home of the Gatt secretariat. Indeed, Gatt has already begun preparing for its metamorphosis by opening negotiations to take over the remainder of its lakeside headquarters building after it is vacated by the UN High Commissioner for Refugees later this year.

However, there could yet be a surprise. The question of the site was raised this week at a meeting of ministers from the "Quad" powers - the US, the European Union, Japan and Canada - and rumours are circulating that

Stockholm is ready to offer itself as an alternative candidate.

It all looks like an elaborate game of bluff. Says a senior official who attended the Quad talks: "We'd like to go to Geneva, but it's a question of bargaining the terms with the Swiss. We are trying to tell them that if they're going to be unreasonable, then we'll go somewhere else."

Yesterday, Mr Günter Rexrodt, German economics minister, stirred the pot further by announcing that, as soon as he got home, he would ask his cabinet colleagues to propose Bonn as the headquarters.

No doubt Switzerland will get the message. After all, no self-respecting country would want to be accused of gouging rent out of an organisation,

a third of whose members are classified as the world's poorest countries.

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No such sense of frugality prevails in Marrakesh, where representatives of several developing countries are among the guests at the magnificent Hotel Mammounia. A favourite holiday haunt of Winston Churchill, who painted in its gardens, the Mammounia's main rooms are an eye-catching exercise in 1920s Islamic art deco.

The accommodation is no less exotic. Sir Leon Brittan's suite, for instance, is an Arabian Nights fantasy of mirrors and mosaic. The overall effect is of an oriental courtier's boudoir. It is

rather spoiled, however, by a chiming doorbell which would seem more at home in suburban Essex. "I think it's ghastly," said Brittan, grimacing as the chiming announced the arrival of another delegation at his door.

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Speaking of boudoirs, first prize for journalistic enterprise - and the week's most intriguing story - goes to Reuters. One of its intrepid correspondents bearded Mr Tsutomu Hata, Japan's foreign minister, at his hotel yesterday and reported that he had just breakfasted with his former masseuse, now employed by Morocco's royal household.

What can this mean? And what will it do for Mr Hata's prospects of becoming his country's next prime minister when the news gets back to Japan? I think we should be told. . . .

## Asea Brown Boveri wins \$1bn Malaysia power deal

By Andrew Baxter

Asea Brown Boveri, Europe's largest electrical engineering group, has won a \$1bn contract to build a turnkey 1300MW combined-cycle power plant at Lumut in the Malaysian province of Perak.

The contract is believed to be the largest awarded to power suppliers worldwide in recent months, and underlines the importance of the fast-growing Malaysian market for power equipment, due to the country's strong economic performance.

It comes six weeks after Malaysia imposed a ban on UK companies bidding for public

contracts in protest at reports in the UK media of corruption. The ban was a blow to UK power equipment suppliers and contractors such as Rolls-Royce and John Brown, although contractors have been hoping they could still win orders from private customers.

The Lumut order was placed by Sikap Energy Ventures, a Malaysian independent power producer. There were no rival UK bidders to ABB.

The gas-fired plant will be Malaysia's largest combined-cycle power station, and ABB said it would supply about 11 per cent of the country's electricity needs.

Construction will begin immediately and the first stage of the project is due to be operating by July 1996, with the rest ready by July 1997.

The station will be equipped with six ABB gas turbines, two steam turbines and eight associated electrical generators. It will incorporate ABB's low-NOx burners to produce high fuel efficiency with low emissions.

Earlier this week, Westinghouse Electric of the US announced a contract worth more than \$100m from Korea Electric Power for power generation equipment at a 300MW power plant to be built at Iisan, South Korea.

## Digital VCR standards agreed

Fifty American, European and Asian companies agreed yesterday on technical standards for home digital video cassette recorders, which provide better picture quality and cleaner copies of tapes, AP reports from Tokyo.

The agreement means average consumers could be able to buy a digital VCR as soon as early next year, industry officials said.

A conference in Tokyo that included the leading Japanese makers announced standards for VCRs used with conventional televisions and for those used with Japan's high-definition TV system, called Hi-Vision.



## Jungheinrich buys Steinbock Boss

By Andrew Baxter

Jungheinrich, the lift truck producer based in Hamburg, last night emerged as the leading contender to buy the UK operations of its rival Lancer Boss after clinching a deal to buy Steinbock Boss, the British company's German unit.

The purchase, a day earlier than expected, comes less than a week after Steinbock Boss' German banking group, led by Bayerische Hypo-Bank, withdrew facilities from the company, prompting directors to call in a receiver.

This, in turn, forced Lancer Boss to call in administrative receivers to its UK operations based in Bedfordshire, north of London.

Last night Sir Neville Bowman-Shaw, chairman of Lancer Boss before the receivership, said Jungheinrich's purchase of Steinbock Boss put it in "pole position" to buy Lancer Boss' UK operations.

"I am glad that the anxiety has been taken away for the workers at Steinbock," he said. "I hope there is a speedy conclusion on this side now."

The deal means that a bid from a UK company, that was conditional on buying both the

UK and German parts of the collapsed group, has now lapsed.

Mr Allan Griffiths, partner at Grant Thornton and one of the administrative receivers for the UK operations, said that "given the new situation, and the close synergy between the different ranges produced by Lancer Boss and Steinbock Boss, we will be looking forward to discussions with the directors of Jungheinrich on future co-operation between the two companies."

Throughout this week Mr Griffiths has been trying to win the co-operation of the German receiver, Mr Werner Folger, because he believed that the group was worth more if the UK and German units were sold together.

But there has been some frustration in the UK at the speed of events in Germany. The German banks have been keen to see Steinbock Boss sold to Jungheinrich as quickly as possible.

There has been considerable interest in Lancer Boss from potential bidders, but very few actual bids because would-be buyers have been given so little time.

Speaking before the purchase of Steinbock Boss was known, Mr Griffiths said the case differed from other British receiverships where a short list could be drawn up of buyers, who would have time to conduct their own "due diligence" examinations.

Terms for the purchase of Steinbock Boss were not disclosed. But Jungheinrich said the "rapid and unbureaucratic" sale of the company was necessary to overcome uncertainty among dealers and customers ahead of next week's important Hannover Fair.

It said a quick deal was possible because the German banking group had made a "concrete financial contribution" to secure Steinbock's plant at Moosburg and the workers' jobs. It employs about 800 people.

Mr Klaus Schenk, managing director of Manchester-based Jungheinrich (GB), said the takeover of Steinbock Boss would put it on a healthy financial basis. There was some overlap on product ranges, but in most cases they complemented each other well.

He added that talks with Grant Thornton, on a possible purchase of the UK operations, would continue.

## Tories face warning on tax

By Philip Stephens, Political Editor

The Treasury has fired the first shots in this year's public spending battle with a warning there will be no room for tax cuts before the general election unless ministers rein back a threatened overshoot in budgets.

The cabinet's RDX spending committee was reconvened this week by Mr Kenneth Clarke, the chancellor of the exchequer, to be told that recent spending trends are already jeopardising the targets.

Mr Michael Portillo, the chief secretary, meanwhile has told cabinet colleagues to provide detailed analyses of the impact

on their programmes of reductions in their cash budgets of 2.5 per cent and 5 per cent.

Amid alarm in Whitehall over an apparent failure to curb the growth in social security spending, senior ministers believe existing targets will only be met through a further clampdown on public sector pay.

But some spending departments are treating the Treasury's warning as a predictable pre-emptive strike ahead of figures next week which are expected to show that public borrowing substantially under-shot £500m predicted for last year. Mr Clarke is determined that lower-than-expected borrowing should not provide an

excuse for a relaxation of spending controls. The Treasury is also concerned that Mr John Major's precarious political position has led the prime minister to come down on the side of the spending departments in recent battles over new commitments.

But Mr Portillo's fundamental review of underlying spending trends is in turn coming under fire for failing to deliver the large medium-term savings he promised last year.

Mr Clarke reconvened the RDX cabinet committee several weeks earlier than expected in an effort to push through quickly endorsement by the full cabinet of another tough spending round.

## Exports to EU cut trade gap

By Graham Bowley

Britain's trade gap narrowed sharply in January, due to a fall in imports and a surge in exports to the European Union, official figures issued yesterday show.

The Central Statistical Office said the UK's visible deficit narrowed to a seasonally adjusted £316m in January, from £1.57bn in December. Commentators were expecting a deficit of £1.31bn.

Britain had its best trade

performance with the EU since August 1993, reporting a deficit of £128m compared with £903m in December.

Exports increased to £10.42bn in January, from £9.96bn in December. Imports fell to £11.33bn in January, compared with £11.53bn in December. However, in the three months to January, a more reliable indicator of the trend, total exports fell by 3 per cent compared with the previous three months and the balance widened.

Mr Simon Briscoe, UK economist at SG Warburg Securities, said: "Although this sharp correction in January provides some good news and considerable relief after the bad news in previous months, the trend is still worrying."

The Central Statistical Office's figures suggest that one reason for the UK's poor long-term export performance is that manufacturers are continuing to protect their export margins by raising their prices.



The head of the smallest political party in the Commons was yesterday elected chairman of the new Northern Ireland select committee. Sir James Kilfedder, leader and only MP of the Ulster Popular Unionist party, is a committed unionist, and is anxious for the committee to be seen as a step towards a new Ulster assembly. The committee has 13 members - six of them from the ruling Conservative party. Sir James has the casting vote. It was set up in response to pressure from unionist MPs.

### Britain in brief



### Tory party truce plan on ERM

The government yesterday set out the terms for a truce between the Conservative party's pro-Europeans and its Euro-sceptics on Britain's attitude to the European exchange rate mechanism.

In a series of carefully crafted phrases approved by the prime minister, foreign secretary and chancellor of the exchequer, it declared that Britain would not consider re-entry to the ERM in the foreseeable future.

But the formulation, published in a policy document setting out the Conservatives' approach to European economic policy in June's elections to the European parliament, left open the door for a change of heart after the next general election.

### Brussels warns on bird habitat

Work on the Cardiff Bay barrage on the coast of South Wales must not start until assurances are given that more will be done to compensate for the loss of bird habitat, the European commission has told the UK government.

The 1.1km barrage, approved by parliament last November, will replace tidal mudflats with a 500-acre freshwater lake intended to stimulate commercial development around the Welsh capital's waterfront.

The bird species most affected will be dunlin and redshank, which are in declining numbers in Britain.

### BA intensifies air fare war

British Airways intensified the air fares war it sparked three weeks ago by launching a second package of bargain fares covering virtually its entire UK domestic and European networks.

The fare cuts of up to a half will involve more than 200 routes and will be available from today until May 6 for travel up to the end of June.

Fares on BA's domestic trunk routes are being cut by a quarter with return flights between London and Aberdeen, Belfast, Edinburgh, Glasgow, Inverness, Jersey, Newquay, Newcastle and

Plymouth costing £70. Return fares between London and Manchester and on a number of internal Scottish routes have been cut to £50.

### Old coal mines polluting rivers

At least 200km of rivers in England and Wales are polluted by leaks from abandoned coal mines, the National Rivers Authority, the water quality watchdog, said.

Uncertainty over liability for this pollution needs to be settled before the privatisation of British Coal takes place, according to Lord Crickhowell, the National Rivers Authority chairman.

A decade ago British Coal had 170 mines, but it now operates only 17. In the past year it has stopped mining at over 30 pits. However it has continued pumping out water at some pits to prevent them filling up and leaking acidic and coloured liquid into rivers and water tables.

### Regulatory reform opposed

Sir Bryan Carsberg, director-general of fair trading, has come out strongly against overhauling the system of utility regulation, warning of the "private agendas" of those calling for change.

Sir Bryan advised the government to be "cautious" about change. "Although not perfect, the achievements of the current system have been substantial," he said. "In addition to the prospect of private agendas coming to the fore, Sir Bryan warned of the danger that reform would politicise the regulatory process."

"The great strength of the present system is the removal of politicians from the regime, [whose involvement] had pretty disastrous consequences in the past," he said, referring to the detailed involvement of ministers in the management of the utilities when they were nationalised.

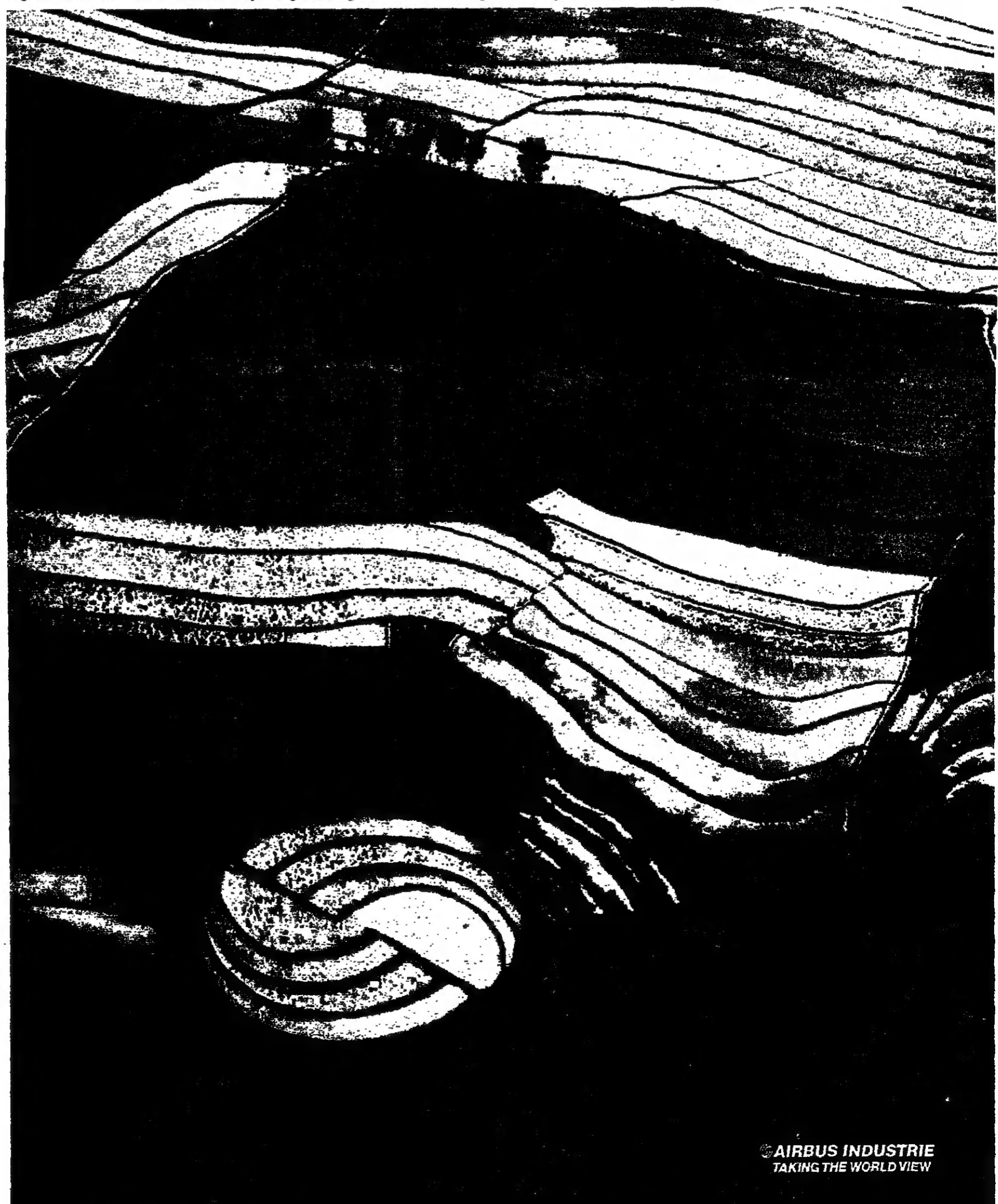
### DTI to sell off laboratories

The Department of Trade and Industry announced it would be privatising two of its core research laboratories and placing a third under private management next year.

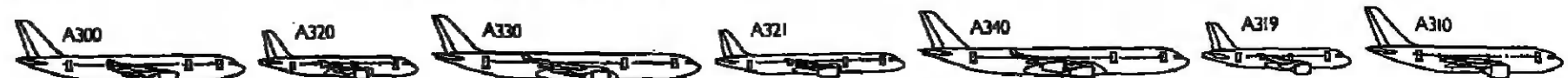
Mr Michael Heseltine, trade and industry secretary, said in a written answer to parliament that a review carried out with KPMG Peat Marwick had concluded that the laboratories would have greater flexibility if they were operating within the private sector.

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## EU court gives job code broad remit

By Robert Fico,  
Legal Correspondent

The contracting-out of services performed by just one employee is covered by European Union employment protection rules, the European Court of Justice ruled yesterday.

The Luxembourg court ruling that the European Acquired Rights Directive can apply to the contracting-out of cleaning services performed by one employee, has significant implications for the UK government's policy on the contracting-out of public-sector services.

The directive, which was translated into UK law by the Transfer of Undertakings (Protection of Employment) Regulations 1981, known as the TUPE, protects the jobs and conditions of employees when the undertaking they work for changes hands.

Confusion arose whether TUPE applied to contracting-out of services, but the government's compulsory competitive

tendering and market-testing programmes.

Employment lawyers said yesterday the Court's confirmation that the directive was capable of being applied to the contracting-out of services to contractors and the UK government which had intervened in the case, which involved a German bank, in support of its bid to apply.

Melanie Tetlow, a partner of City solicitors Tetlow & Tetlow, said the Court appeared to have pushed the frontiers of the directive further forward by ruling that all that was needed for it to apply was that the contractor was carrying out the same type of work as that performed before the transfer.

The Court rejected the argument advanced by the UK and other governments that for the directive to apply there had to be a transfer of assets to the contractor.

The Luxembourg Court's approach was in marked contrast to the position taken recently by the English

Employment Appeal Tribunal, she said.

Last August the EAT ruled that TUPE did not apply when the contract for cleaning the Royal Hospital in Essex, east of London, came to an end and a new contract was awarded to a different contractor.

The tribunal said something more was required to constitute a transfer than simply the fact the same activity was being carried out at the same place.

The appeal in the Royal Hospital case is due to be heard by the Court of Appeal at the end of this month.

European Union social policy should concentrate on disseminating best practice across the EU "rather than choking off job creation and hindering EU competitiveness", according to the UK government's formal response to the European Commission's policy. The paper, published last year, should not form the basis of a new round of legislation, says the UK government.



Mr Dickson Robinson, pictured right, of Britain's Peabody Trust housing association which manages 26,000 properties, around the Camberwell Green estate in south London. The group joined the Camden Project for young people and homeless people in London.

## Tougher code on discount air tickets

By Paul Betts,  
Aerospace Correspondent

The Civil Aviation Authority yesterday announced tougher rules for travel agents selling discounted scheduled airline tickets and cheap holidays to provide greater protection for consumers should the agent or tour operator fail.

Under the new guidelines, the CAA will prosecute cheap ticket consolidators and agents who sell discounted tickets without an Air Travel Organisers' Licence (ATOL).

Discounted scheduled air tickets are usually sold by consolidators who sell them directly to consumers through sub-agents.

The new CAA guidelines require that airlines authorised agents to take money on their behalf and provide customers with a flight or a refund if an agent fails to issue the ticket. The sale must be covered by an ATOL. "From our discussions with airlines we believe very few airlines have a comprehensive agency agreement with their consolidators," said Helen Simpson, the CAA's head of consumer and finance.

"From now on we will assume that all airlines will hold an ATOL to carry their money to the public unless they can prove otherwise," she said. The ATOL scheme, introduced in 1973, protects travellers from losing their money or being stranded abroad if their tour operator fails. Tour operators holding an ATOL are examined every year by the CAA to ensure they are properly managed and financially sound.

Before receiving a licence, the tour operator also has to lodge a bond or financial guarantee. The CAA uses this bond money to refund consumers or pay for people to continue their holiday and travel home as planned should the operator fail.

The CAA said that 128,000 consumers received refunds during the year ended March 1993 following the failure of their tour operators.

## Published minutes reveal tussle over monetary policy

UK strips back another layer of secrecy surrounding economic management, report Peter Norman and Philip Coggan

The decision of Mr Kenneth Clarke, chancellor of the exchequer, to publish the minutes of his monthly meetings with Mr Eddie George, governor of the Bank of England, removes another layer of secrecy from British monetary policy.

The move marks a further step towards greater openness and brings the UK broadly into line with US practice. It also revealed differences of opinion in recent months over interest rate cuts and the health of economic recovery.

For institutions which have prided themselves on secrecy throughout their history, the record of the meetings between the Treasury and the Bank of England are remarkable for their candour.

The minutes of the February meeting, in particular, clearly

show the extent of the disagreement between the chancellor of the exchequer and Mr George. The governor opened discussions in February by arguing that economic evidence published since the January meeting had "weakened rather than strengthened the case for an immediate rate cut". He said the most likely projection was that economic growth would pick up "to perhaps 3 per cent" and it would be safer to wait for more evidence of the effects of the tax increases before acting.

"To cut rates now in advance of this evidence would run a risk of higher inflation and some loss of credibility," and the governor "strongly advised against" a cut. The chancellor said that "while we were arguing excessively on the side of caution". He said he had been

"more inclined to cut interest rates last month, and in his view the case for a cut had become stronger since then". "With a significant fiscal tightening in prospect and considerable spare capacity in the economy," Mr Clarke said he "saw little risk of an increase in inflation". The minutes record that "he was inclined to take the opportunity to cut rates from their present relatively high levels".

A summary of their discussion made the point that "there was a danger that an interest rate cut now would be interpreted as being influenced by political considerations". That is exactly what had happened, as the eventual cut coincided with newspaper headlines about the death of Tory MP Mr Stephen Milligan.

Nevertheless, the governor

on the second day of the meeting, in a quarter of a percentage point, rather than a half point cut, although the minutes record his parting shot that "his argument stemmed from experience like it would be difficult to restrain inflation if it started to rise".

However, Mr Clarke did get his way in the end which was that, in spite of the Bank's pretensions towards independence, the Treasury is still firmly in charge of monetary policy.

What the minutes of the last three meetings also show is that the governor has been consistently more optimistic about the UK's growth prospects than has the chancellor. In the February meeting, for example, while the governor said "the risk

associated with cutting interest rates now was greater than the risk associated with waiting". On that occasion, the chancellor agreed in principle to nothing.

A greater measure of unanimity was achieved at the March meeting, the minutes of which reveal that there is, as yet, no sign of any intention to raise the rate, as was feared by some commentators in the City of London.

The chancellor said in March "it would be appropriate to consider a further reduction in interest rates if inflationary pressures remained under firm control".

The governor said "there would be a case for a further cut of interest rates if the market reacted sharply and unfavourably to the published minutes".

On top of the February disagreement, there were also signs of a difference in views in the January meeting.

The chancellor then said that "the objective case for a further 1/4 per cent cut in rates was quite strong" but the governor argued that "the risk

of inflation rising if it started to rise" was a "significant risk" and that the fiscal consolidation would slow down the recovery.

Mr Clarke's argument in the monthly meetings was more upbeat than his more public statements on the economy. In March, he said that "anecdotal evidence did not suggest that activity was growing strongly". In February, referring to the fall in unemployment, for example, he said that "much of the employment created so far had been in part-time jobs".

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3 ☐ Other Services

4 ☐ Transport/Travel/Communications

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8 ☐ Other (Please state )

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2 ☐ 25-34

3 ☐ 35-44

4 ☐ 45-54

5 ☐ 55-64

6 ☐ 65+

Types of Investment currently held

1 ☐ Domestic Equities

2 ☐ International Equities

3 ☐ Overseas Deposits

4 ☐ Property

5 ☐ Bonds

6 ☐ Precious Metals/Gems

7 ☐ Unit Trusts/Mutual Funds

8 ☐ Other International Investments

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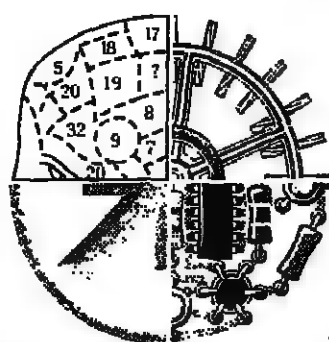
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## TECHNOLOGY

Worth Watching · Della Bradshaw



## Two checkouts for the price of one

Supermarkets which want to speed up the movement of goods through the checkouts and cut costs into the bargain, are being offered an automatic scanning system which enables one operator to serve two checkouts simultaneously without an increase in shoplifting.

The systems, developed by Potrafke, of Hattungen, Germany, consist of two parallel conveyor belts with a scanner seated in between. The customer places the goods on the belt and they pass through a perspex covered tunnel where they are scanned. A carousel, synchronised to the conveyor, then carries away the goods as the shopper can pack them while the next item is using the conveyor.

Potrafke, Germany, 233421003; UK, 01877 40174.

## Let's drink to plastic shoes

The ubiquitous plastic fizzy drinks bottle has been given a new life - as the sole of the latest casual shoes.

One of America's biggest shoe makers, of Portland, Maine, has recycled the bottles into polyester fibres which are then woven into the fabric for men's and ladies' shoes. The bottles are ground down into crystals, then into a flax, and woven into a yarn. The dyes used to colour the fibres are biodegradable.

Boss: US, 207 791 4320; UK, 01877 62476.

## A better display from liquid crystals

Today's portable computers with flat liquid crystal displays need the screen to be in front of the user in order to read text and graphics.

to be visible. One of the big obstacles is that this drains the limited battery power.

Now the Japanese electronics company Sharp has unveiled several technologies to produce a prototype thin film transistor (TFT) array which will require a backlight.

Each of the picture elements, or pixels, which make up the screen is coated with an organic dielectric film which is highly transparent. Filters in cyan and red are also incorporated in the screen to help make the text sharper.

Sharp, Japan, 06 625 1111.

## Getting a peep at rare books

Some of the world's rare books and documents are stored in the Vatican Library. But every year only about 1,000 scholars are allowed access to the 80,000 manuscripts and 200,000 books.

To bring the world of art to the attention of a wider audience, the Vatican Library has teamed up with the Pontifical Catholic University of Rio de Janeiro and computer maker IBM to create the first of a series of CD-ROMs containing the full text of the manuscripts as they are displayed on PC screens internationally. The images could be used on CD-ROM to be distributed across networks.

The pilot project will examine the feasibility of creating a high-resolution database from such fragile materials.

Vatican, Italy, 06 678 8111.

## Computer becomes a piano teacher

Would-be pianists for whom lessons still involve practising scales may soon be relieved of the boredom with colour, sound and action software which makes the piano for a fraction of the cost of a human teacher.

The *Musicware Piano Course One* gives pianists the equivalent of a year's music lessons, from the basics of playing with both hands, reading music and so on.

Developed in Redmond, Washington, by Musicware Piano, and distributed in Europe by Et Cetera, of Lancashire, the software can be used by anyone with a Windows PC, keyboard and mouse card.

Musicware: US, 206 881 9797; Et Cetera: UK, 0706 228038.

Fuel cells are set to become the power source of the future, reports Andrew Fisher

## Milestone on the road



Precious cargo: Necar's propulsion system emits no harmful exhaust gases and less carbon dioxide than conventional engines

including ABB (electronics and energy generation), Dornier (aerospace and materials) and Thales Aerospace - has spent more than DM100m (£40m) on research into fuel cell technology.

The electric transporter van, shown off for the first time in Ulm on Wednesday, certainly does not look revolutionary. Inside, though, it contains the essence of a technological advance which enables Daimler to claim that it is the first motor company in Europe, and

probably the world, to develop a fully working vehicle powered by fuel cells. Called Necar (new electric car), it has a more efficient propulsion system than any other type used in the industry while producing no harmful exhaust gases and less carbon dioxide than emitted by conventional engines.

The powertrain efficiency achieved by Daimler is up to 40 per cent compared with up to 20 per cent in internal combustion engines. Fuel cells, which work at

low temperatures and do not rely on the burning of fossil fuels, produce no harmful nitrogen or sulphur (the causes of acid rain), need no refuelling which would have to be recharged or recycled and can run on hydrogen from water, natural gas, methanol, biomass gas, and other gases. With all these advantages, it is not surprising that fuel cells are taken seriously in the US and Japan, both of which have costly national programmes aimed

at making the technology viable for transport and power generation.

A German project group, including Daimler, Siemens, the electrical and electronics group, the chemical industry and the federal research ministry, has just been set up to lead the country in the forefront of fuel cell developments. Weule would like to see greater international co-operation in Brussels.

To develop its fuel cell-powered vehicle, Daimler went into partnership with Ballard Power Systems, a Canadian specialist in this technology. Ballard has installed fuel cells in a bus in Vancouver and is working to extend its range and reduce its weight. Fritz Rasul, Ballard's president, is in no doubt that Daimler has taken fuel cell technology a considerable step towards commercial viability, despite the remaining problems. "This demonstration shows that it's here, it's real and the trick is to get the technology down."

Cost and weight are the big hurdles still to be overcome. Weule estimates the present cost of some DM10,000 for each kW of electricity to come down by a factor of at least 50, to around DM200 or less, before fuel cells can be installed in vehicles for private customers. This could take 10 or 20 years, Rasul, speaking from close knowledge of California's tough anti-pollution laws, which require 10 per cent of cars should be zero-emission producing in 2003, is more optimistic. "I would say less than 10 years."

Rasul believes industry and governments are now waking up to fuel cells' potential. "The market is pushing it now and there is a new player from the auto players," he says. Ballard's contribution to the Necar vehicle was the proton exchange membrane fuel cell, a thin polymer film coated with catalyst containing platinum; this reacts with hydrogen in liquid and reacts with oxygen to produce the electricity.

Weule says Daimler's electric vehicle will in future use widely available compressed hydrogen instead of a pressurised gas cylinder. In a few years' time, Daimler aims to develop a fuel cell drive system that will be a further step towards fulfilling Weule's dream that fuel cells will be "the propulsion technology of the 21st century".

## Getting there by fuel cell

Just 10 years ago, fuel cell technology was a grand historical analogy. Much work remained to be done before fuel cell vehicles could be brought to the series production stage, he said. Daimler was working to perfect further the internal combustion and diesel engines on which the fortunes of the Mercedes-Benz car and truck subsidiary still depend.

Weule is no doubt, however, of Daimler's determination to succeed in the technology of fuel cells, in which the group says it is ahead of automotive rivals such as General Motors of the US and Mazda of Japan. "We do not intend to wait until the Japanese or American competitors gain the upper hand in technology," he said. Already, the

combustion.

They work with a polymer membrane as the electrolyte between two thin layers of platinum catalyst. These are sandwiched between two carbon electrodes. When hydrogen is piped into the electrode and oxygen next to the other, a reaction takes place in the electrolyte, producing the electricity, heat and water.

Ballard improved the fuel cell technology and by 1987 was ready to produce its first-generation 5 kW fuel cell, a series of electrodes, catalysts and plastic membranes bolted together, weighing 80 kg. An array of 24 similar cells, housed in an electric motor, powers its first vehicle, a bus. This first generation of fuel cells has been sold to motor companies, including

Daimler-Benz, for evaluation.

The fuel cells will generate more than twice as much power. In the Necar, working with Ballard, Matthey of the UK to reduce the amount of platinum catalyst, plans to make the third and commercially viable phase. The 10 kW fuel cells will drive a large bus with a range of 500 km. A fourth generation 10 kW cell is at least 10 years away.

"We need to get in the power-to-weight ratio of an internal combustion engine. Today, we're probably 10 to 15 years away from that," says Howard. "Automobiles in the future are going to be driven by fuel cells. They aren't going to get there."

Stephen Wisenthal

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# MANAGEMENT

## Learn your PLC

A first invitation to join the board of a listed company is an exciting opportunity for anyone in business. But the post carries additional responsibilities and increased duties as well as prestige.

That is why the UK's Institute of Directors - increasingly vocal this year - is launching a new two-day course expressly devised for recently appointed and prospective directors of publicly quoted UK companies.

There are already numerous general courses on the UK market, including those run by the IOD, aimed at training company directors. John Harper, professional development director at the IOD, claims this is the first to address the special issues faced by listed company boards. He estimates that there are 15,000 to 20,000 directors of UK publicly quoted companies.

Capital markets and financing options, insider trading rules, shareholder value and dividend policy, investor relations and opinions, internal audits, board committees and preparing reports and accounts are just some of the subjects that will be covered on the course.

Joining The PLC Board has been developed by a team from the IOD, Henley and Ashridge management colleges, and Manchester Business School, with advice and input from several FTSE 100 companies. The two days, running from Thursday lunchtime to Saturday lunchtime, will be split into nine modules - each led by an experienced business or City figure and an academic.

The first of the three courses planned for 1994 - price £2,250 plus VAT for tuition, accommodation, course material and meals - will be held at Henley, starting June 16. The others are at Manchester in September and at Ashridge in November. Details from the Centre for Director Development, Institute of Directors, 116 Pall Mall, London SW1Y 5SD.

Tim Dickson

Last week British Petroleum issued a lesson in how a general meeting can be hijacked by the executive issue of executive incentives.

Reports of the had-tempered meeting will have been read with horror by publicly-quoted companies which will shortly be asking their shareholders for permission to renew share option schemes.

On BP's agenda was a resolution extending a scheme for 500-600 managers. A similar item will be on the agenda of most company AGMs this year, as their existing 10-year schemes, introduced in 1984 to take advantage of the tax breaks, formally expire. Share options are the only part of a remuneration package on which investors have the right to vote, the occasion is being seized by shareholders as a golden opportunity to exert an influence on the fraught question of executive pay.

BP executives say they know in advance that questions on the floor will be raised. But Lord Ashburton, BP chairman, says the meeting is a broadside of complex questions and demands that flow from a member of the UK Shareholders Association, which represents smaller investors.

The accusations are the furthest from the truth. The lack of details on performance criteria in violation of the Cadbury code of corporate governance and guidelines of institutional shareholders, such as those of the Association of British Insurers and the National Association of Pension Funds;

• The compensation committee of the board of directors was not independent enough;

• References to the scheme in the annual report had been misleading.

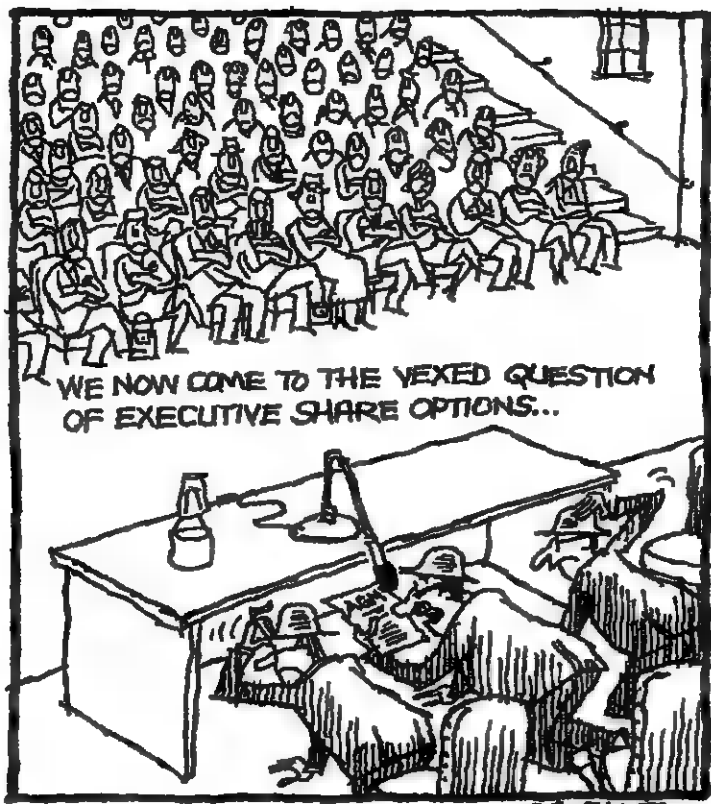
Lord Ashburton bravely tried to separate the various strands of questioning, but the share option scheme became hopelessly entangled with another incentive plan for BP's top 50 executives that was not on the agenda. His statement that the ABI had found "technical shortcomings" in the scheme's performance criteria signalled the end of the confrontation and a tactical retreat to the security of an overwhelmingly large block of proxy votes offered up by institutional shareholders.

As for the small shareholders sitting high above the fray in the lofty heights of London's Barbican theatre, they too seemed flummoxed by the confusion below. But shareholder sentiment, smarting from an extension of BP's frozen dividend, was not on the side of management.

Many of the allegations may have been misleading, half-truths or downright wrong, as BP officials later claimed. But they were received with rounds of applause,

Forthcoming AGMs are heading for conflict over executive incentives, say Lucy Kellaway and Robert Corzine

## Avoid the BP trap



and at least a third of those present voted against the resolution to extend the scheme.

BP's post-mortem of the day no doubt centred on how the executive incentive issue came to dominate what were otherwise generally positive proceedings on BP's rehabilitation from the fall days of 1992.

Shareholders have been increasingly vociferous on the issue of options over the past two years in preparation for the season of mass renewal of the plans. After considerable disagreement among themselves, the ABI and the NAF have decided they will only approve future schemes that contain a measure of performance.

The joint guidelines the two bodies issued last year stated that companies and their remuneration committees could choose the performance measure best suited to them. It was implicit in the recom-

mendation that shareholders, in order to be properly informed, should have access to a wide range of information. BP was taken to task last week mainly because it failed to do this. However, institutional investors are perfectly happy with the excuse.

BP executives argued that it was not yet ready to issue any options under the new scheme. It pointed out that fluctuations in oil prices and exchange rates made the performance measures - share price and earnings - inappropriate. It said it was working on a complex measure of performance that compared the return to shareholders against that of the oil majors.

BP already uses this measure as part of an annual bonus, but it is extended to share options it said to be more than a year away from looking at ways of achieving it.

The ABI denies that in approving the options scheme last week, it was signing a blank cheque. BP pledged that it would inform shareholders of the performance measure, which will have been thoroughly analysed by its own remuneration committee. The ABI reasons that although shareholders will not get the chance to vote, they could make the very embarrassing mistake of giving their performance measure an inadequate vote.

Other companies, meanwhile, have learned the lesson. They are likely to strengthen and clarify their performance criteria at the outset.

For most of the choice of measure will be easier than it was for BP. Few other companies are in sectors homogenous enough to allow performance to be compared against their peers, so they are likely to choose a more complex measure. Moreover, few businesses are so ill-served by commodity prices.

According to specialist pay consultants who are helping companies to finalise their new schemes, the most popular measure is likely to be earnings. Many will plump for a criterion of earnings before interest and taxes (EBIT) or earnings before interest, taxes and depreciation (EBITDA). Some are still dithering, waiting to see what sort of performance measures others go for before making a decision.

And a few companies have found the area so perplexing that they have decided to shelve the whole vexed question of executive share options until next year.

## Paeon of praise in model guise

Christopher Lorenz reviews a new study of European management

European managers are subtle, socially responsible and humane, believe that maximum profit is not the primary aim of business, and are more adept than their American or Japanese counterparts at handling "diversity" - they benefit from cultural differences within their organisations and have different preferences around the world.

European executives are also more accomplished than their American and Japanese peers, earning loyalty rather than imposing their will.

This remarkable paean of praise for Europe's business community comes in a study published this week on behalf of the European Round Table of Industrialists, a lobby group of chairmen and chief executives from all large European multinationals including Volvo, Philips, Lafarge, Coppee, Hoechst, Solvay, Sanofi and Unilever.

The study - published as a book - is written by an American journalist and two respected continental European academics - essentially an opinion survey of the ERT's members, plus a few Americans and Japanese. But it is presented as an emerging "European management model" - something that other European business people and academics have been trying for years to develop as an antidote to the dominant US style of ultra-rational, homogenous management styles and techniques.

As an obvious confidence-rebuilding exercise for demoralised European managers, the book has an upbeat tone. But its content is by no means entirely positive and nuggets of realistic criticism shine through.

• European companies pay a price for their social attitudes, in terms of lower flexibility and reduced economic effectiveness;

• They suffer from a fear of risk-taking and failure;

• European culture does not encourage people to work in teams;

• The relative security of semi-regulated markets, plus Europeans' "fierce pride in their engineering prowess", has deterred companies from putting customers first, and from matching Japanese quality standards;

• Europeans are "handcuffed" by their sophisticated world outlook that sees every country and culture as different and deserving of "special treatment";

• European companies must become much more adept at changing, and at living with uncertainty.

The study is at its most valuable when its academics and chief executives' observations in the area of their own research.

For instance, they stress the difference between a monocultural "global strategy", as pursued by many US and most Japanese companies, and a "world outlook" which sees the globe as composed of many different and distinctive details.

Another prominent theme is the need to overcome contradictory forces: global, regional and national strategies; social responsibility and profits; long-term planning and short-term flexibility; diversity and integration; leadership and team work; a balanced life and commitment to the company.

The study ends with a list of recommendations for the "European management model" - is that it could have been drawn from the very source that the ERT so decries: a collection of US business school professors.

Yet that does not necessarily invalidate the study's conclusion that, provided they make the effort, Europeans should prove better than Americans or Japanese at managing these conflicting forces. Whether that will create a "renaissance of European management", as the ERT hopes, is quite another matter.

*Euro Management, by Helen Bloom, Roland Calori and Philippe de Woot. Kogan Page, £9.99.*

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### BUSINESSES FOR SALE

#### GREEK EXPORTS S.A. INVITATION

For expressions of interest in purchasing the assets of NEORION SHIPYARDS SYROS S.A.

Within the framework of the application of Law 2000/1991 in combination with article 23 of Law 2198/94, NEORION SHIPYARDS SYROS S.A., a subsidiary company of the HELLENIC INDUSTRIAL DEVELOPMENT BANK S.A. (E.T.S.A.S.A.) appointed as liquidator by decision No. 538/1992 of the Hellenic Court of Appeal, intends to sell by means of the procedure of article 46a of Law 2000/1991, in combination with article 23 of Law 2198/94, the total assets of NEORION SHIPYARDS SYROS S.A.

NEORION SHIPYARDS SYROS S.A. was founded in 1991 and is engaged mainly in the building and repair of ships and other floating means. The Company's productive installations are situated on a self-owned plot of 27,591 m<sup>2</sup> and the area covered by the Shipyards' buildings is 19,384 m<sup>2</sup>. Outside the Shipyards' installations and belonging to the Company are twenty six (26) buildings on the island of Syros totalling 50,212 m<sup>2</sup> of which the following are not included in the Shipyards' assets and will be transferred to the highest bidder:

- The building of the old Lazaretto with a total area of 3,015 m<sup>2</sup> and the old prison building of 663.8 m<sup>2</sup> in the Lazaretto situated in the Municipality of Empanopolis.
- The ruined building and plot totalling 2,680 m<sup>2</sup> the former carriage shot manufactory situated opposite the Vandakio, within the Municipality of Empanopolis.
- The building of the old Vasilissopoulois factory totalling 1,111 m<sup>2</sup> situated within the Municipality of Empanopolis.

Also exempted from the transfer, in addition to the above, is the floating dock "AVLIS".

We note finally that the Company owns 386/1000 m<sup>2</sup> plot of land of 505.66 m<sup>2</sup> in Piraeus at 67 Alti Mousioli on which an apartment building has been built and of which the Company owns 1,592.71 m<sup>2</sup>.

#### Procedure for the sale of the Company's assets

- Interested parties should submit a non-binding written expression of interest within twenty (20) calendar days from the publication of the present invitation.
- Candidates for the purchase of the Company's assets, after undertaking in writing to maintain confidentiality, may receive the offering memorandum and may examine the assets of the Company for sale (claims, reserves, other details concerning the Company's assets).
- The announcement of a public auction for the highest bidder will be published within the time limits foreseen by the above-mentioned Law 2000/1991 in combination with the provisions of article 23 of Law 2198/1994 and in the same newspapers.

Within the framework of this auction, interested buyers will submit bidding offers accompanied by a letter of guarantee in accordance with the terms of the announcement.

IV. For any additional information, please apply to the telephone numbers: +30-1-324.3111 to 3115 and Fax: +30-1-323.9185

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The Rome Tribunal, in the proceedings initiated in 1986 by the heirs of Avv. Ercolo Graziadei against the Italian law firm "ASSOCIAZIONE PROFESSIONALE STUDIO AVVOCATO ENCOLE GRAZIADEI" has decided with its provisional and immediately binding award n. 3222 of 28th February 1994 that the above mentioned law firm is inhibited from using the name "GRAZIADEI" in any form, such use being contrary to the law, and has placed the costs of the action on the said firm.

In the High Court of Justice at London No. 10141 of 1994  
In the High Court of Justice at London No. 10141 of 1994  
In the High Court of Justice at London No. 10141 of 1994

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice (Chancery Division) dated the 20th day of March 1994 confirming the reduction of capital of the above named Company from £63,000,000 to £7,750,000 and the subsequent approval by the Court of the new Memorandum and Articles of Association of the Company as altered the several particulars registered by the above-named Company are hereby registered by the Registrar of Companies on 11th April 1994.

DATED this 15th day of April 1994  
Level White Director  
101 Holloway Road, London EC1A 3DY  
Ref: A970208  
Solicitors for the above named Company

NOTICE OF APPOINTMENT OF Joint Administrative Receivers  
DROPPATCH LIMITED  
Registered number: 2045470. Former company name: Pella Quality Confectionery Limited. Trading name: Pella. Nature of business: Confectionery manufacturing. Trade classification: 01. Date of appointment: 14 March 1994. Name of person appointing the administrative receiver: Lloyd Bank Plc. Joint Administrative Receivers: Richard Andrew Smart and Robert William Birchall (Office holder: 2530 and 6623). Court Order: Chancery House, Chancery Way, Cardiff CF1 4DZ.

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### APPOINTMENTS

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# A theatre in free flight

**F**or decades, the **Malý Theatre** next to nothing about the performing arts troupes of **Russia**. From the big **Kirov** and **Bolshoi** ballet companies, **Malý** has far less than their western admirers would have liked. Now the situation is reversed. It is the west that **Malý** the Russian companies most.

Ballet and opera, though more expensive, are more obviously international arts. But the spoken theatre? One company in particular has pandered to the growing western appetite for Russian theatre. The **Malý Theatre** of **St Petersburg**, which has made several visits to the west in recent years, has now begun to spend most of its time outside Russia. Last week-end it finished a season at the **Odeon**, **Paris**; this week it begins a tour of **Britain**. The scale of the endeavour is probably without precedent in the history of the spoken theatre. The **Malý** company has 65 members; it brings five different productions to **Britain** (including the two-part **Brothers and Sisters** and three-part **The Devils**); it will visit **London**, **Manchester**, **Glasgow**, **Newcastle**, and **Nottingham**.

The company's artistic director is **Lev Dodin**. In interview, he is first of all a **European**. "These new contacts are very important for us... We gain a new quality of communication in the west. Performing here has become natural; it makes us aware we are all part of one community." He drops the "one community" line, however, when I make the error of referring to **St Petersburg** as a more European city than **Moscow**. "Petersburg has always been more profound culture. Things were created there, appearing on the surface. The surface is where **Moscow** lives up."

This is true **Petersburg**-speak, and according to laws of beauty, and these laws shape our thought. The Soviet regime stifled ideas, and more so in **St Petersburg**. It was easier to keep down inventive thought there, whereas the bureaucracy in **Moscow** allowed more **freedom** there. But **St Petersburg** was always alive to the work of **Meyerhold**, **Akhmatova**, **Brodsky**, **Mayakovsky**.

**Alastair Macaulay** talks to **Lev Dodin**, the artistic director of the **Malý Theatre** of **St Petersburg**

**Solzhenitsyn** and his **exile** in the west. "What is it like being a **refugee** in exile, I ask? "No, not exile, but **flight**. We have been **driven** since January, and we **leave** in June. We will **perform** in the west so much because this is the best way we can support the staff in our theatre. There are people at **Malý** now who can only support it by working here. We have to find a lot of money; and this is getting harder."

The company has made its western reputation with theatrical adaptations rather than by performing plays that were written as plays. The Paris season ends, however, with **Chekhov's The Cherry Orchard**, with which the British tour opens. This was my introduction to the company's work, and it is, by most accounts, by no means the best. The company's admirers love the theatrical energy and intensity of its stagings; but *The Cherry Orchard* is a play with a great deal of language, which

**Dodin** observes. Nonetheless, this staging is less naturalistic than **British** productions.

The play has one single set, which changes in the light. It is, by turns, a hall of mirrors, a wall of windows opening onto cherry trees, a dark interior. Splendid; but why so much surrounding darkness in the daytime scene? **Dodin** says that this is not a naturalistic play; while talking of the comic element in **Chekhov**, he says "It is not a naturalistic drama, not a sad tragedy. It is a spiritual tragedy which is **comical** very comic. The comedy is that of **human** life. A human life is very **limited** and **limited**. A human is unwilling to accept this, which makes his life only faster. This is close to **Shakespeare**. The **comic** aspect is dramatic."

Talks **Dodin**, during the interval, and the **act** is in **Chekhov's** original version. I have always loved the asymmetries of **British** **Chekhov** stagings, the ways that two or more activities are frequently going on at different tempi, and the way that the people in the stage world never stop to **orate** to the audience. **Dodin**, however, frequently has events happen **back** on the centre-line of the stage, underplays any multiplicity of stage incident, and has certain speeches delivered straight at the audience.

But the company is a **troupe** ensemble, and they bring it in a **Russian** **man** in large emotion, easily able to switch between laughter and tears, or **back** at catch **back** in the same time. **Dodin** again: "A **comic** spirit is very important in **Chekhov**. When **Chekhov** **writes** **about** **Chekhov**, they **write** it like **Chekhov**, more like **any** other play. You must hear the **voice** of the **Chekhov** symphony. Or, rather, the **small** evening **serenade**."

The **Malý Theatre** next tour with **The Cherry Orchard**, **April 17** at the **Lyric**, **Hammer Smith**. The **Lyric** Theatre, **Manchester**, presents **Brothers and Sisters** and **Stars in the Morning Sky**, **April 20-24**; as does the **Nottingham Playhouse**, **May 24-28**. **Glasgow** presents all five productions, at the **Citizens** and **Tramway** Theatres, **April 29-May 18**. The **Newcastle Playhouse** presents **Brothers and Sisters** and **The House**, **May 16-21**.



Scene from the *The Cherry Orchard*, which had its British premiere at the Lyric, Hammer Smith, last night

**N**o one likes to break a butterfly upon a wheel, so I shall be gentle with the new play at the Almeida, save to say that it is one of the most unpleasant pieces I have seen on a London stage. According to a programme note, the subject of **Phyllis Nagy's Butterfly Kiss** is matricide, "dramatically speaking", the note claims, "a no-go area". And it is true that a girl does kill her mother. But it is not the subject one objects to, it's the play.

A butterfly kiss, the programme also reveals, is American slang for a caress given by winking one eye so that the lashes brush against the face of the receiver. Yet unless you count the increasingly frenetic groping of a couple of lesbians in the background, there is not much caressing in the piece; nor much winking either.

Instead, there is a lot of brandishing of a vicious-

Theatre/Malcolm Rutherford

## No love in 'The Butterfly Kiss'

looking kitchen knife and the suggestion, possibly a joke, that **Samuel Ross**, the **US** Marine turned leprosy patient, may kill **William** with a **knife**. The same gun which is eventually used by his daughter to kill his wife.

The motivation remains obscure throughout partly because this is one of those irritating plays that dot backwards and forwards in time. But even if you try to put the events in chronological order, the motives are still unclear. There is an old woman and a daughter, both of whom seem fairly high on the bottle. The

daughter marries the ex-marine, who turns up at the wedding with another ex-marine as best man and a floppy who (we learn) is already the mistress of the groom.

**Sloan**, the groom, tells his wife that he does not want children - yet. Nevertheless, a daughter called **Lily** arrives and it is she who may be at the centre of the piece. By the time she is 14, she has seduced the other marine. She then kills her mother with the gun handed to her by her father, possibly at her mother's drunken request: there is some suggestion that it is man-

slaughter, murder. **Lily** (played by **Elizabeth Berridge**) is **seduced** by a **lesbian** **friend** - who at least has the virtue of being the only remotely attractive character in the piece.

Perhaps there is something to be said for **Sloan's** amiable ex-marine friend, **Teddy Roosevelt** Hayes, but since the part is not filled out it is impossible to say. There is a striking set, with a case of **hysteria** in the background, designed by **Mark Thompson**. Otherwise one wonders what a **theatre** like **Almeida** and **the** **Almeida** are doing with a piece like this. **Phyllis Nagy**, the author, is a New Yorker living in London who is now the Arts Council writer-in-residence at the Royal Court, so there may be more to come.

**Almeida Theatre** **April 24** (071) 359 9911

**L**ondon heard the fourth instalment of **Alfred Brendel's** latest Beethoven series on Tuesday night. Complete cycles of the composer's 32 piano sonatas ought always to be enlightening events - for the **Brendel** fans who packed the Royal Festival Hall, this recital plainly was - but it seems that this legendary pianist has lost the instinctive, inspiring powers of his earlier self.

**Brendel** has, of course, performed complete Beethoven cycles uncounted times. This widely-spaced series is different: seven programmes spread over three-and-a-half years (it is not due to finish until sum-

Recital/John Allison

## Alfred Brendel

mer 1994) each repeated in various European and North American cities. **Brendel** is now halfway through, but since his approach is not chronological, we heard four early sonatas (numbers 8-11) and the later *Lazarus* op. 81a.

Though **Brendel** brought no special insights on Tuesday, there were good things, mostly in the second half. The soaring, turbulent op. 22 was tightly argued; its *Allegretto* finale had clarity and elegance. The *Andante*

had a **quiet** conclusion, **rebuilding** from the only time during the concert **Brendel** **life-affirming** **gesture**.

The "simpler", more direct *sonata* was **less** **impressive**, but **then** the **unmistakable** **mannered** and **laurel**. In op. 14 no. 1 **Brendel** pulled the **slow** **movement** **and** **arpeggios** around, and on 2 in the **fast** **movement** **heavy-handed** - the **other** **dis-**

torted grotesquely the **mini-** **ature** **gesture** **that** **made** **up** **its** **own** **gesture** (they drew spontaneous applause). The *Sonata Pathétique* lacked **breath**, and detail was **lost** in the breathless outer movements.

Much of **Brendel's** playing is **intellectualism** **stifles** **his** **music**. One of his visionary musicians of our time is in danger of becoming a **musician** **of** **our** **time**.

The programme is repeated in **San Francisco** (April 20), **Los Angeles** (April 26), **Toronto** (May 7), **Vienna** (May 9), and **New York** (May 12).

## Dissonance in Prague

**T**here is disharmony at the **Philharmonic** in the **London**, **Berlin** or **New York** **philharmonics**, but in **Prague**, where the **Czech Philharmonic** and its **orchestra** are deeply divided about the **foreign** **director** in the **orchestra's** 98-year history.

In most countries, the appointment of a foreign conductor is a **problem**, and **Prague** is no exception. The **orchestra's** **prestige**, **not** **one** of **Prague's** **four** **independent** **orchestras**, for example, has a **British** **music** **director**. But in the **Czech Republic**, where national pride is identified with leading artistic institutions, the arrival of **Gerd Albrecht** from Germany has aroused intense passions.

The **Prague** recently took on a political dimension when **Albrecht** **failed** **to** **play** **at** **the** **Vatican**. **President** **Vaclav Havel** **openly** **criticised** **him** **for** **"damaging** **the** **image** **of** **the** **Czech Republic"**.

**Albrecht's** **appointment** **is** **hardly** **new**, **in** **1991**, **the** **orchestra** **lost** **its** **first-ever** **vote** **for** **the** **post** **of** **chief** **conductor** **and** **by** **the** **narrowest** **of** **margins**, **Albrecht** **beat** **the** **Czech** **incumbent**, **Jiri Hlavacek**. But it is only in this season, since **Albrecht** **took** **up** **the** **appointment** **and** **began** **conducting** **regularly** **in** **Prague**, that the consequences have become clear.

In the post-revolutionary atmosphere of freedom and democracy, the players of **Albrecht** **as** **a** **passport** **to** **fortune**. He has the promise of lucrative foreign tours and recording contracts, none of which has materialised: western agents and record companies are only interested if the orchestra works with **Czech** **conductors**. "The orchestra is losing out," says **Anthony Howard** of **BMG Artists**, the **agency** **which** **has** **organised** **the** **orchestra's** **recent** **tour** **to** **Britain**.

"A lot of concert promoters are interested in the **Czech Philharmonic**, but not in **Gerd Albrecht**. He's not regarded as a top-notch conductor and he's **German**. The package doesn't fit. The **Prague** **orchestra** **with** **Albrecht** **is** **not** **what** **may** **have** **been** **household** **names**, but they fitted in and produced good results. **Albrecht's** **appointment** **is** **not** **a** **good** **idea**."

**Albrecht** **nevertheless** **has** **many** **supporters** **in** **Prague**. While increasing the profile of **Prague** and other **Czech** **orchestras**, he has **introduced** **a** **wide** **variety** **of** **music** **repertoire**, programming rarities by **Beethoven** **and** **Mozart**, **popular** **music** **by** **Dvorak**.

If **Albrecht** **had** **the** **international** **reputation** **of** **Colin Davis** or **Kurt Masur**, his opponents would doubtless accept him. But the **orchestra** **is** **not** **a** **front-rank** **foreign** **conductor**.

It has given **Albrecht** **a** **five-year** **contract** **with** **sweeping** **powers**, enabling him to veto the **Vatican** **concert**, which had been offered to another conductor. "A strong management would take control of the situation, but there's no one with the guts or the knowhow to do it," says one **Philharmonic** **insider**. "The orchestra is paying for its own arrogance. They'll be crawling back to **Bělohlávek** in five years."

Ironically, the two main beneficiaries of the **Albrecht** **controversy** have been **Bělohlávek** and the **Prague Symphony Orchestra**. **Bělohlávek**, still only 48 but with a reputation as a strong orchestral trainer, has wasted no time in developing his freelance international career. The **Prague Symphony** is picking up prestigious engagements at home and abroad which would previously have gone to its **former** **rival**. Under its **former** **conductor**, **Miroslav Turek**, it has **travelled** **profitably** **on** **its** **own** **character**.

"We want to be a **Czech** **cultural** **institution** **that** **is** **open** **to** **the** **world**," says **Belohlávek**. **Belohlávek**, the **Prague Symphony's** **manager**, "At the same time, we feel a responsibility for the continuity of **Czech** **culture**. There's something special in the atmosphere of **Prague** and the **Prague** **country**, in the **Prague** **hand** **down** **and** **the** **mixture** **of** **middle-European** **influences**, which give a **sound** **to** **the** **music** **and** **played** **music**."

"It doesn't prevent foreigners from giving good performances. But **Albrecht** **is** **not** **playing** **this** **music** **as** **they** **are** **Czech** **-** **they** **were** **born** **here**."

**Andrew Clark** finds **Czech Philharmonic** supporters out of tune with its new conductor

**Czech Philharmonic** has always been charmed by conductors like **Albrecht** and **Albrecht**. "We were a local critic," **Albrecht** **has** **the** **detached**, **perfect** **German** **beat**."

But these qualities are exactly what opponents cite as **Albrecht's** **weakness** **as** **the** **orchestra's** **tradition**, and many **other** **members** **of** **the** **orchestra** **and** **its** **audience** **remember** **the** **German** **orchestra** **occupation**. "He's a good enough conductor," says one orchestra veteran, "but whether he's right or not is another matter. The **Czech Philharmonic** **has** **been** **ruined** **by** **playing** **under** **great** **Czech** **conductors** **like** **Talich** **and** **Adolf**. **When** **Albrecht** **conducts**, **everything** **is** **new** **and** **cool**. It lacks spontaneity and the **Czech** **spirit**."

## INTERNATIONAL ARTS GUIDE

### CITY BALLET SPRING SEASON

New York City Ballet opens its Spring season on April 28 with a two-week run of *The Sleeping Beauty*, choreographed by **Peter Martins**. Repertory also includes 21 works by **Balanchine**, 13 by **Jerome Robbins**, five by **Peter Martins** and one by **Richard Tanner**.

The company's **Diamond Project** in late May will showcase the work of 12 choreographers, including **Ulysses Dove**, **Anna LaFosse**, **Robert LaFosse** and **Richard Tanner**. For more than 40 years, NYCB has been committed to creating a wide-ranging repertory that shows ballet's imperial heritage as a beginning rather than an end. The company sees the **Diamond Project** as an additional step in this tradition. The season runs till June 26 (New York State Theatre: 870 5860).

American Ballet Theatre can also be seen at the Lincoln Centre from April 25 to June 4.

The programme includes Kevin McKenzie's full-length version of *The Nutcracker*, the world premiere of a new work by Canadian-born choreographer **James Kudrka**, the company premiere of *La Lubovitch's* **Brats** and *Ulysses Dove's* **Echoing of Anthony Tudor's** **Echoing of Les Sylphides**. There will also be a selection of popular favourites, including **Giselle** and **Swan Lake** (Metropolitan Opera House: 362 6000).

### EXHIBITIONS GUIDE

**AMSTERDAM** Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon.

**Van Gogh Museum** Pierre Puvis de Chavannes: 150 portraits, still lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily.

**BASLE** Antikenmuseum Rediscovering Pompeii: the internationally acclaimed touring exhibition of 200 objects includes jewellery, ceramics, statues and household objects, plus a reconstructed garden with mosaics and a room offering insight into daily life in the Roman town. Ends June 26. Closed Mon.

**COLOGNE** Museum Ludwig The Unknown Modigliani: 240 of the 440 hitherto unknown drawings amassed by **Paul Alexandre** before 1914. Ends July 10. Closed Mon.

**Josef Heurich-Kunststille** The World of the Maya: 300 objects from the golden years of Indian culture in Central America. Ends May 15. Daily.

**FRANKFURT** Deutsches Architekturmuseum Modern Architecture in Germany 1900-1950: Expressionism and the Neue Sachlichkeit. The exhibition, the second of three tracing developments in 20th century German architecture, focuses on the avant-garde architectural utopias of the interwar years, aimed at meeting the needs of an era of political and social turmoil. Ends July 3. Closed Mon.

**LONDON** Royal Academy of Arts Goya. Ends June 12. Daily (advance booking 071-386 4555).

**Hayward Gallery** Salvador Dalí: The Early Years. Ends May 30. Daily (advance booking 071-928 8800).

**Tate Gallery** Picasso: 200 works focusing on the relationship between sculpture and painting. Ends May 8. Daily.

**National Gallery** Jacob and his Twelve Sons: a little-known series of 11 paintings by 17th century Spanish painter **Francisco de Zurbarán**. Ends May 22. Daily.

**British Museum** The Study of Italian Drawings: a tribute to the late Philip Pouncey. Ends April 24. Daily.

**Whitechapel Art Gallery** Medardo Rosso (1858-1928): retrospective of the Italian Impressionist sculptor. Ends April 24. Closed Mon.

**Serpentine Gallery** Markus Raetz: a selection of refreshingly undidactic paintings by the Swiss

conceptual artist. Ends April 24. Daily.

**LYON** Musée des Beaux-Arts The Romantic Movement in France: paintings, sculptures, drawings and engravings from the museum's own rich collection of works by **Chariot**, **Delacroix** and others. Ends June 19. Closed Mon and Tues.

**MADRID** Fundación Juan March Isamu Noguchi (1894-88): 58 outdoor sculptures expressing the oriental and western cultural traditions inherited by this American artist of Japanese origin. Ends June 26. Daily.

**Centro de Arte Reina Sofia** Joseph Beuys (1921-86): 11 installations, 25 sculptures and 455 drawings by the controversial postwar German artist. Ends June 6. Closed Tues.

**MARTIGNY** Fondation Pierre Gianadda Auguste Rodin: 90 drawings and watercolours and 11 sculptures. Ends June 12. Daily.

**MILAN** Palazzo Reale The Goths: the exhibition aims to shed light on a mysterious people, with new material dating from the first to the fourth centuries, on loan from the **St Petersburg** Hermitage and museums in Poland, Moldova and Ukraine. Ends May 11.

**MUNSTER** Landesmuseum Stangl Collection: 280 paintings collected by the owners of a 16th century Munich gallery, including works by **Klee**, **Beckmann**, **Jawlensky** and other members of the **Blauer Reiter**. Ends May 15. Closed Mon.

**NEW YORK** Museum of Modern Art Frank Lloyd Wright: architectural fragments, furniture, constructions, scale models and 350 original drawings. Ends May 10. Feininger, Kandinsky and Klee: 75 prints and illustrated books produced by three Bauhaus artists. Ends May 17. Closed Wed.

**Metropolitan Museum of Art** The Decorative Arts of Frank Lloyd Wright. Ends Sep 4. Cesar David Friedrich to Ferdinand Hodler: 19th century paintings and drawings from Germany and Switzerland. Ends April 24. Closed Mon.

**Guggenheim Museum** Frank Lloyd Wright's Designs for the Guggenheim Museum. Ends May 20. The main museum is closed on Thurs, the SoHo site on Tues.

**MUSEUMS** Germanisches Nationalmuseum The Praun Kabinett: 130 German and Italian drawings ranging from **Dürer** to **Caracci**, recalling the art collection of a discerning 16th century Nuremberg merchant. Ends May 15. Closed Mon.

**PARIS** Grand Palais The Sun and the Northern Star: the fascination which **Louis XIV** exercised in 18th century Europe is reflected in the paintings, porcelain, furniture and silver imported by **Gustav III** of Sweden in an attempt to emulate the splendour of Versailles. Ends June 13. Closed Tues.

**Hôtel de Ville** Nicolas de Stael: 70 paintings and 40 drawings from private collections, by the Russian-born, French-trained non-figurative artist who committed suicide in 1955. Ends June 19th.

**Closed Mon** (Salle Saint-Jean, 8 rue de Lubau) Musée Bismarck Foundation Early Italian Peoples: pottery, jewellery, bronze statuettes and arms, showing the diversified artistic expression of the inhabitants of central and southern Italy 3000-300 BC. Ends May 17. Closed Sun and Mon (34 quai de New York) Louvre Egypt's Role in Western Art 1730-1930. Ends April 18. Closed Tues.

**Petit Palais** Art of the Tainos Sculptors: 85 pre-Columbian masterworks in stone or wood. Ends May 29. Closed Mon.

**Centre Georges Pompidou** The City, Art and Architecture in Europe 1870-1993. Ends May 9. Closed Tues.

**Institut du Monde Arabe** Syria, Memory and Civilisation: this well-preserved didactic exhibition takes us from the Stone Age to the flowering of city states, from Hellenistic times to Byzantium and Islam. Ends April 30. Closed Mon (1 rue des Fossés Saint-Bernard) PRAGUE

**Prague Castle Riding School** Czech Modernist Art 1890-1918: a survey of the evolution of Czech art from the turn of the century to Cubism. Ends May 23. Georg Hegel (1566-1633): retrospective of one of Europe's earliest specialised still-life painters. Ends May 8. Closed Mon.

**Kinsky Palace** Fairy-tale Motifs in Czech Art around 1900: the exhibition shows that fairy-tale illustration was not just an accompaniment to the text, but a medium for the human dream of the mystery of life and triumph

of good. Ends May 22. Architecture of the 1950s: 100 plans, models, photographs and drawings recalling the style of **Socialist** **architecture**. Ends May 22. Closed Mon.

**STUTTGART** Staatsgalerie Picasso: a rare showing of 400 prints from a private collection, including portraits, still-lives and many other themes. Ends June 19. Weisskopf: 250 woodcuts chronicling the era of the late 15th century Hapsburg emperor, **Maximilian I**. Ends May 15. Closed Mon.

**VENICE** Chiesa San Bartolomeo Tintoretto: 15 religious paintings from Venetian churches. Ends May 1. Daily.

**Palazzo Grassi** Renaissance Architecture from **Michelangelo** to **Michelangelo**: 250 works from European and American public collections. Ends Nov 8. Daily.

**WASHINGTON** National Gallery of Art Egon Schiele: 70 works by the leading figure of Austrian Expressionism. Ends April 24. Ruth Benedict Collection: 11 prints and drawings by **Bernhardt**, **Canaletto**, **Tiepolo**, **Moore** and others. Ends June 12.

**Hans Herling's St John the Baptist and St Veronica**: two panels by the late 15th century painter from **Bruges**. Ends May 15. Ornament in European Graphic Art 1300-1800: works by **Watteau**, **Dürer**, **Piranesi** and others. Ends Aug 21. Daily.

**Arthur M. Sackler Gallery** Korean Arts of the 18th Century. Ends May 15. Daily.

**National Museum of American Art** Thomas Cole: 70 works by the father of the Hudson River school of painting. Ends Aug 7. Daily.



A year ago, UK government was promising a furious fight to cut public expenditure any way they could. What happened in this much-heralded review?

Last April, as official forecasts projected a public borrowing requirement of £50bn for 1994-95, the Treasury announced one of Budget tax cuts and prepared to unveil another in November. Departments were told to curb running costs and pay levels, and in November's Budget, which combined cuts and spending for the first time, a total of about £15bn was lopped off the spending commitments of Whitehall departments.

But the ambitions of Mr John Major's government did not end at a one-off balancing of the books. It launched a campaign to reverse the growth in public spending over the longer term, with "fundamental expenditure reviews" of departmental spending that would go beyond traditional attempts to match revenue and expenditure.

The reviews, announced with panache by Mr Michael Portillo, chief secretary to the Treasury, would think the unthinkable: departmental policies, starting with the departments of health, education and home office.

Their task was to find whether a particular programme should remain the state's responsibility and whether it could be squeezed. The goal, as Mr Portillo said, was to ensure that the growth in the state's ability to pay for it.

One year on, the review system is waning. All conclusions have been published, few ministers talk about the process. There is a rolling programme of departments under scrutiny - employment, transport, and trade and industry were among those ministries added this year.

But this week, cabinet ministers held their first meeting of the current spending round. Treasury officials warned that public spending would still easily overshoot projections made for the current financial year. Mr Norman Lamont, the former chancellor who helped set up the reviews, speaks as if they have already been buried, saying "they should be forgotten". And rightwing Tory backbenchers

## The axemen slumber

UK public spending is being curbed. Or is it, asks James Blitz



believe the government has lost its will to cut public spending.

"There is a feeling among colleagues that the reviews have run out of steam," says a Tory backbencher. "If you look at the cuts in spending in the last Budget, they were in holding down running costs in the public sector pay. There weren't enough signs that the reviews were being questioned."

Ministers take pride in aspects of the review process. They claim that the review of the social security department is playing a significant role in containing the long-term growth of an £11.5bn annual budget. Legislation next year to replace unemployment benefit with a "jobseekers allowance", will help social security officials target benefits more precisely. So too will the replacement of invalidity benefit (bringing a more objective test of applicants' fitness) and the abolition of the subsidy paid to large companies to cover the cost of statutory sick pay.

"These reviews are already

in our sights," says a Treasury official. "But we had not got them worked out properly, certainly not to the extent that they would yield as much as the Exchequer. The review has been through in full."

That it is far from clear what has been achieved. The education review has encouraged a shift from student grants to loans; the Home Office review has studied whether private finance would be used to help build prisons - a move that found its way into the proposals by Mr Michael Howard, the home secretary.

But both these examples represent an extension of existing policies, not radical departures. And many areas of heavy spending appear untouched - for instance, the National Health Service drugs budget.

As the Treasury official explains, many of the ideas in the reviews "have helped us to be more demanding over running costs rather than producing identifiable policy changes".

Why has the impact been so variable? Partly it is because the reviews are led by the

department concerned. Treasury officials on review steering groups can insist that radical cost-saving options are studied. But departments are not forced to meet pre-set targets and can approach the reviews in their own way.

Results, therefore, depend on the political outlook and skills of the cabinet minister heading each department. As a Thatcherite minister with a clear cost-cutting agenda, Mr Lilley has been keener on securing results. But elsewhere the Treasury has met obstacles from departments reluctant to force difficult measures through a House of Commons where the government has a slim majority. Mr Lilley himself has encountered problems, for instance, over the operation of the Child Support Agency, which is intended to cut the cost of state support for single parents.

What can realistically be expected from the reviews over the coming year? There are some obvious targets: the Treasury is scrutinising the cost of running Britain's courts, looking for ways to reduce the time spent in handling divorce petitions, civil liability cases and insurance claims. A job-saving merger of Inland Revenue and Customs and Excise operations is being considered. But these budgets make up a small part of the overall spending cake.

Whether more sweeping cuts can be achieved in this November's Budget, or over coming years, will depend on the determination of Mr Kenneth Clarke, the chancellor, to push his cabinet colleagues into renewing their commitment to reduce public spending.

In a recent speech, Mr Clarke said he was seeking a tough spending round this year, and threw his weight behind the reviews.

With speculation about a leadership contest in the autumn, the centre-left Mr Clarke may be appealing for support from rightwing Tory backbenchers. But the chancellor also knows that the fragility of the economic recovery cannot loosen his grip on public spending - particularly if he is looking for tax cuts before the next general election.

Those who believe the UK's public spending is spun out of control must hope that the reviews will concentrate the minds of ministers and officials, as they scrutinise the minutiae of departmental programmes.



Now that spring has come I remain undisturbed by news that some chief executive or other is taking home sterling or dollars in sacksful. Most people do not receive seven- or even six-figure salaries, and I am not one to envy those who do. Some of the high pay is becoming a political liability.

The spread on the "10 greediest bosses", with pictures, has been a tabloid's calculation of the villains' pay packages, which have been comprehensible weekly amounts. The spread suspects were there - Mr Denis Hunt, chairman of MFI (£31,423 a week), Mr Paul Gilman of Marks & Spencer (£27,744), Mr John March of the Prudential (£13,865) and Mr Rupert Murdoch, proprietor, was absent from the little gallery.

The chancellor of the exchequer, who was a member of a Newmarket, disapproves of some of the large executive salaries paid by British companies. He has expressed the wish that some of these leaders would show a "degree of restraint". The prime minister, questioned in the Commons, concurred, but added that the subject is not a matter for the government. This is a capitalist country in which companies determine their wages," he said. Mrs Lady Thatcher had her job, she also supported voluntary limits.

That is clearly as far as the present Conservative government will go. It may be far enough. Average incomes are increasing slowly, if at all. Most employees worry about losing their jobs. This early post-recessionary atmosphere is one in which it is comfortable

for highly rewarded CEOs to take the salary and the bonus, cash in the options, and run. US President Bill Clinton demonstrated during his 1991 campaign that politicians can win votes by attacking what seem to be excessive executive salaries. There may even be an advantage in promising tax cuts to the very top. The difficulty comes when the election is over. Congress has voted to put a \$1m a year ceiling on corporate tax deductions for executive remuneration. The reaction from the tax-avoidance industry has been disappointment that the provision is so easy to circumvent. It spoils the fun. You do not need to use stock options to get around the \$1m cap. Playing with definitions of an incentive bonus scheme will suffice.

It would be foolish to attempt a similar restriction in Britain. Small employers are almost literally worth their weight in gold. Mr Peter Wood, a week in Sun money) was a member of the executive of the Royal Bank of Scotland. Mr Peter Wood, in financial services, is one of the few who have contributed as much as that of a named person to the entertainment business. Specialists, or those of exceptional ability who work exceptionally hard, deserve exceptional rewards. The undeserving are, however, both obvious and sad. We all think of certain well-known former nationalised industry executives who privatised their shares when their enterprises were sold and then became chauffeur-driven executives. Have they no

sense of decorum? There is a theoretical curb on such behaviour in quoted companies. The Cadbury code on corporate governance provides for remuneration committees of non-executive directors. These are supposed to keep the managers honest. In fact they are probably doing more harm than good, according to Mr Stanley Wright, a former civil servant who has spent much of his career in the City. His case is made in a pamphlet published by the Social Market Foundation yesterday. Remuneration committees, he says, "are confronted with confusing surveys, largely prepared by 'human resources' or 'management selection' firms, which only emphasize that the trend is upwards and that every day of benefit is becoming 'normal'."

Mr Wright approaches management theory in much the same way as public choice theorists analyse the behaviour of officials. Executives, he argues, are the shareholders, think they own the companies they are paid to manage. Self-interest governs everyone. He persuades people when they persuade people that there is an international market for overpaid generalists; he takes many hunches to be convinced. As Adam Smith, quoted by Mr Wright, said, "The interest of joint stock companies being the interest of the people's money than of their own, it cannot be expected that they should watch over it with the same anxious vigilance with which the partners in a private copartnership frequently watch over their own."

So what else is new? Quite a lot, if Mr Wright has his way. He would have each director's remuneration and benefits published in greater detail than Cadbury suggests. This would be enforced by law, not a voluntary code. Directors should be re-elected by the shareholders every two years. The maximum legal compensation for unexpired contracts should be cut from five years to two, rather than the three in the Cadbury code. That would limit failed CEOs' termination pay-offs. Non-executives should be able to report directly to the shareholders, and to comment on directors' remuneration for the current year. To encourage shareholders to use this additional power, dividends should not be paid unless votes representing at least 75 per cent of the shares have been cast on all resolutions at an annual general meeting.

There are many such recommendations. They all shift the balance of power towards institutions as responsible shareholders. Mr Wright rejects both the German bank/stakeholder system, and the Japanese consensual model as either out-of-date or alien to the Anglo-Saxon culture. He regards the notion of empowering more individual shareholders as a "romantic muddle". He would tighten takeover rules. That would curb the temptation to grow by acquisition, which, he argues, rarely benefits the buying companies' shareholders. In sum, his proposition is that "a powerful body of institutional shareholders has become an essential for shareholder democracy". He may be on to something. If the government does not perceive the need for thinking about his argument, the opposition might. One day, perhaps, Labour will wake from its long sleep.

"Two Cheers for the Institution," *Sunday Morning Express*, 20 June 1993, p. 210.

## Joe Rogaly

# Lead not into temptation

The current atmosphere is not one in which it is comfortable for CEOs to take the salary and the bonus, cash in the options, and run

## LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

Fax 071 873 5938. Letters transmitted should be clearly typed and in hand written. Please use the finest resolution

## Tecs: not so easy, not so bad

From Mr Gregory Hyland.

Sir, Lisa Wood has highlighted some key issues in her article on training and enterprise councils ("Carnage of Tecs battle", April 13 UK edition, April 15 international). I see none of the existing Tec chief executives were the 35 who have left. Not really surprising, since there is no shortage of people who feel free to point out how Tecs are better, without the same time having the trouble to have tried it out themselves.

The issues are far more complex than your article suggests. The problems of Oldham Tec cannot be generalised to the Tec system. Not all those who have departed were pushed out. In my own case I resigned because I felt too much time was being spent negotiating with civil servants, and not enough getting the job done. It sounds noble, I earn significantly more in my new role. Others will for different reasons. Does the headcount include those chief

executives who are in post, or those who had to bow out in nervous embarrassment?

Make no mistake, the job is done by Tecs. They are attempting to reverse more than a century of national economic decline, and to combat deeply entrenched positions. The weight of the implicit in the falls on the shoulders of the Tec executive, and it is the most demanding jobs around. But it is wrong to suggest that failure or on a chief executive alone. Tecs need to move into a sophisticated and effective mode, and the Tec boards are starting with their own development.

Those who are doing the job of Tec chief executive are greatly admired and deserve the strongest public support, but much more than an individual will be Gregory Hyland, managing director, The Concor Group, PO Box 24, Princes Risborough, Buckinghamshire HP27 0LD

From Mr Roger Young.

Sir, Your report on the departure of two-thirds of executives of the new Tec. More than a third are said to have resigned or been sacked since Tecs were established four years ago. The high turnover is ascribed to failures in the recruitment policy of Tec.

Surely it is more worthy of incumbents are still in their posts four years later? This degree of stability is rare within the private sector: the same edition of the *Financial Times* reported the departure of two American executives of the top of UK companies within eight and a half years and then a half year. Our research, tracking the moves of more than 1,000 executives over 10 years, shows that the average of a management job is close to four years. It is a long time in management. Roger Young, The Institute of Management, 3rd Floor, 2 Savoy Court, Strand, London WC2R 0EZ

## Nigeria firm in resolve against drug trafficking

From Alhaji Abubakar Alhaji. Sir, I am a Nigerian who has been drawn to your report, "Nigeria accused of drugs" (April 5), alleging official collusion in drug trafficking by some Nigerians.

The Nigeria High Commission wishes to state emphatically that, contrary to the erroneous impression contained in the report credited to Mr Robert Gelber, the US assistant secretary of state for international narcotics affairs, the government of the Federal Republic of Nigeria has made it its determined effort to combat drug trafficking and has put in place adequate legal mechanisms, stipulating stiff penalties with a view to deterring drug trafficking of drugs. Indeed, in a summary of a report No 422 submitted to the US Congress, Nigeria was acknowledged and I quote: "The government (Nigeria) has not a matter of policy facilitating the production or distribution of drugs or money laundering."

Therefore, the statement by the said US official is, at the least, most unfortunate since the government of Nigeria has readily co-operated with foreign governments in fact, and assistance that has led to the apprehension and prosecution of many drug traffickers. It is, therefore, surprising that the US department of justice has been turning over to American law enforcement authorities some suspected drug traffickers wanted in the US should now for political reasons turn around to seek unsubstantiated allegations against the government.

It should be recalled that, when the government of Nigeria demonstrated its determination for drug trafficking by imposing capital punishment as a penalty for such offences, it had to rescind that decision following an international outcry.

Nevertheless, I would like to state for the benefit of all doubting Thomases that the government of Nigeria remains open to friendly governments and stands ready to co-operate with all and sundry on ways and means to combat the global drug problem. Alhaji Abubakar Alhaji (Saradama of Sokoto), High Commissioner, Nigeria House, Northumberland Avenue, London WC2N 5BX

## Obsession not shared

From Mr Osman Streeter.

Sir, Some of us - but not, it would seem, your leader writer ("Follow the Fed", April 14) - think a mania should be erected in the unknown journalist who recently gave us the phrase "inflation nutter" in the *Financial Times*. The phrase also applies to the former chancellor of the exchequer who opined that unemployment, bankruptcy and repossession of houses was "a price well worth paying" for reduced inflation. Perhaps it applies to the prime minister, who may soon be discovering what the British electorate think of the view that "it isn't hurting, it isn't working".

As you should not be surprised to find that your readership is much larger than that of the *Financial Times*, it is welcome to see that the phrase is shared, even by people who have been asked to hang on in house. The job, instead, how about compulsory resignation of unelected governments, to be enforced by the electorate? Rates are increased by a total of one percentage point during the term of office. Osman Streeter, Saddle Club, 69 Brook Street, London W1Y 5ER

## Gummer policies will not improve urban life

From Mr Paul Orchard-Lisle.

Sir, John Gummer, the secretary of state for the environment, has much of his intention to promote the environment as the right place for shopping developments. As a concept his thinking deserves support, but delivery is a separate matter.

He would have little to complain about if his policies were to be defeated by the shopping public or by retailers. But it is the department and his neighbours at the Department of Transport who are likely to destroy the vision.

Mr Gummer's policies in the Department of Transport, Highways and shopping centres compete for the same accessible and pleasant

will be the winner.

That is the crux of the problem. The Department of Transport has no money for big road improvements in town centres, and the Department of the Environment has no money to return the local authorities to the them to improve shopping environments, such as car parking, or public transport networks.

It is this Mr Gummer's policies should be for what they are - protection of the countryside and not the advancement of urban life.

Paul Orchard-Lisle, 22 George Street, Hanover Square, London W1

## Quality standard good discipline

From Mr Richard Hasler.

Sir, As a quality management consultant dealing with a large number of professional practices, I am with many of the standards expressed in your article. "Seeking credibility in quality standards" (April 12). It is a fact that many small firms are being forced by the need to comply with BS 5750, and of course they will be looking to achieve certification as simply and quickly as they can.

However, almost without exception, our clients have found that the discipline imposed by formalising procedures and the feedback and review stipulated by the standard has led to improvements in internal management efficiency and to the quality of service being provided.

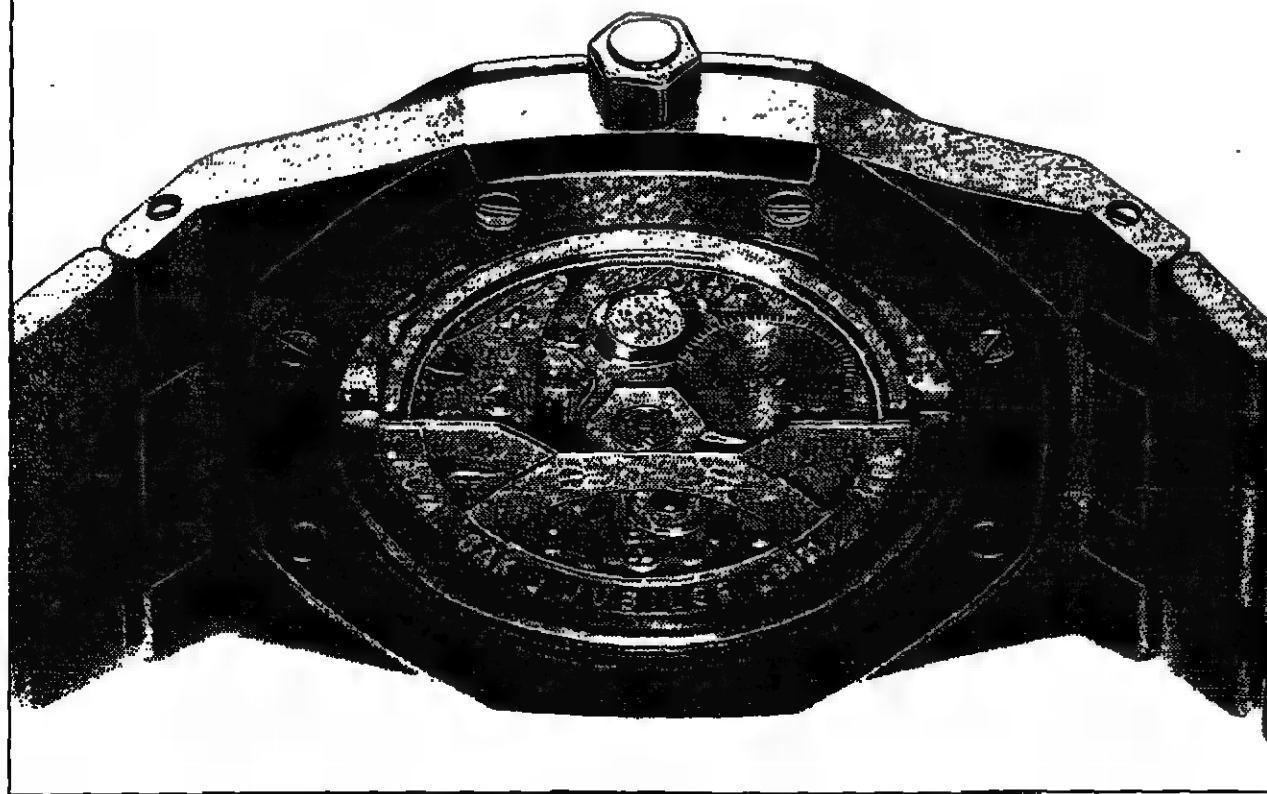
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# FINANCIAL TIMES

Friday April 15 1994

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Troops shell Tuzla and threaten UN forces

## White House and Nato warn off Bosnian Serbs

By Edward Mortimer and  
Laura Silber in Zagreb

The Bosnian Serbs received stern warnings from the White House and Nato yesterday after troops threatened a UN compound near Sarajevo with a tank, and shelled the safe haven of Tuzla.

The UN said Serb forces moved in on French soldiers at a UN depot at Krivoglavci, just outside Sarajevo, and tried to force heavy weapons surrendered in February as part of a deal to avert air strikes.

Nato said the shelling of Tuzla, seen as a direct challenge to the UN commander, General Sir Michael Rose, and downed a US, British, French and Dutch aircraft buzzed the Serb positions.

The US said it still had a mandate to make air strikes against heavy weapons in the Sarajevo area. Nato said it was in the air and ready to strike, one US official said.

President Bill Clinton said the Serbs would be making a mistake if they attacked the UN or its personnel as combatants.

He accused them of trying to "leverage their position" by detaining UN staff in Serb-controlled territory.

The attack on Tuzla, a UN-designated safe area in north-eastern Bosnia, was a direct challenge to Gen Rose, who this week prompted Nato to carry out air strikes against the Serb forces.

The airport at Tuzla is an especially provocative target. Three weeks ago the UN declared it open as a place for relief supplies to central Bosnia, but no aid flights have yet landed there because Serb forces have been on the spot - a demand rejected by the Bosnian government.

Tuzla is the centre of the large region of Bosnia still under government control. In Belgrade, the local office of the United Nations High Commissioner for Refugees reported mounting harassment, with UNHCR vehicles thrown at the premises and UNHCR staff's tyres slashed and smashing the windows of UNHCR vehicles.

The Serbs' attack on the relief supply depot had also resulted in bomb threats, and a UN official said she was about to be interviewed by a western television news team.

Lord Owen, the EU mediator, said yesterday that the shelling of Tuzla "can only be a direct provocation".

He was speaking on board a Ukrainian ship in the Adriatic which was taking him and his UN colleague, Mr Thorvald Stoltenberg, back to UN headquarters in Zagreb. They were returning from talks with Mr Radovan Karadzic, the Bosnian Serb leader, in his stronghold of Pale, and with Gen Rose in Sarajevo, where 4,317 UN troops and other personnel are based by UN checkpoints.

Two UNHCR vehicles had been fired at as they tried to reach the airport from Sarajevo, and the Serbs have blocked the main road with containers, so that the party had to take a detour through the town of Dobrinja, where they were held up by a traffic jam of UN vehicles.

## Shopping lists come in for new world trade body

By Frances Williams  
in Manchester

The 120-plus members of the ministerial meeting of the General Agreement on Tariffs and Trade in Marrakesh have begun to set the agenda for future trade negotiations - even before the formal signing today of the Uruguay Round world trade accord.

After nearly eight years' labour on the Uruguay Round, ministers are presenting shopping lists for the new World Trade Organisation to be set up next year.

They are establishing one committee which will be charged with preparing items for the WTO's initial work programme, and another with a wide-ranging brief to examine links between trade and the environment.

This week's meeting highlights the preparatory committee's delicate task in striking a balance in the WTO's agenda between the interests of rich and poor nations, and in cutting the list to manageable proportions.

Pressure from industrialised countries, led by the US, to make worker rights a priority has antagonised developing countries and sparked calls for negotiations on many issues, from labour mobility to company law.

Arguing that rich nations stand to corner the lion's share of Uruguay Round benefits, developing countries have urged discussion of labour mobility, restrictive business practices of multinational corporations, commodities trade and fluctuating exchange rates.

Developing countries also want stronger WTO mechanisms to help them expand export capacity and to compensate them for losses through aid and debt relief.

Meanwhile, the European Union, the US and others have proposed talks on competition policy, Japan wants regional trade rules and investment rules on the agenda, and Italy wants to examine harmonisation of company and commercial law.

On trade and the environment, developing countries were eventually won over by assurances in the new agreement that they would not be subject to disguised protectionism under environmental cover.

## THE LEX COLUMN

### Hostage to fortune

Even allowing for the Bundesbank's reputation of wrong-footing financial markets, the timing of yesterday's discount rate cut is difficult to fathom. With money supply and inflation figures due next week, the central bank appears to have made itself a hostage to fortune. Perhaps the authorities already have an inkling of the likely data. Either way, the collapse of the Bundesbank's property empire is a reminder of the pain still being suffered by German companies and banks. While there does not appear to be any systemic danger arising from the collapse, that may have been enough to swing the council behind a quarter-point cut.

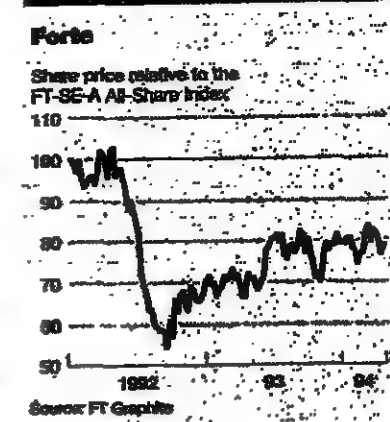
The worry for financial markets accustomed to half-point cuts is that a smaller reduction might signal the beginning of the end. By setting a variable rate repurchase tender next week, the Bundesbank appears to be signalling that money market rates will drift lower for the time being. The 70 basis point gap between the money market repurchase and discount rates leaves plenty of room for that. If the central bank expects inflation to fall below 3 per cent in the second half of this year, real interest rates will rise without further action. Lower short rates will also be required to shepherd investors out along the yield curve, as the Bundesbank remains keen to do.

Such arguments point to a gently falling repurchase rate for some time yet. The reaction of the foreign exchange markets yesterday - the Deutschmark actually strengthened against the dollar - suggests that the currency presents no threat.

**Forté**  
The good news about Forté is that trading has finally started to improve, at least in the London hotels where occupancy rates have risen and the bargain hunters are being squeezed out. The bad news is that there is a long way still to go before the company is lifted off interest cover of just 1.8 times. Even after last year's reduction, the dividend is still not covered by earnings before exceptional items. The annual results show the cash position remains tight. Indeed there would have been a substantial outflow in 1993-94 without the impact of disposals, lower capital spending and last year's enhanced scrip dividend.

Forté argues, probably rightly, that it can live with this situation a while longer. There is no reason to come and the company has yet to reap

FT-SE Index: 3131.7 (-14.1)



the full benefits of its new management structure. Capital spending will have to rise this year, though, and that in turn will have to be financed by disposals. At least the write-down of its hotel portfolio, which is in striking contrast with Queens Moat's upwards revaluation, will add to its flexibility in selling surplus hotels. Forté could even afford to finance any Meridian deal with debt by earmarking the proceeds from an eventual sale of its remaining minority stakes in Alpha Airports Group and Gardner Merchant.

But this still leaves the impression of living from hand to mouth. It requires an act of faith to believe that Forté will achieve a worthwhile return on assets or that it will trade its way out of debt. Having sold its cash-generating catering businesses, the group is more vulnerable. A historic multiple of more than 35 before exceptional leaves no room for error.

**Blue Circle**  
Blue Circle's results add further fuel to the argument that the company took the wrong route in the late 1980s by diversifying into heavy products. The vibrant profits growth in heavy building materials provides a contrast to the lacklustre performance in home products, where operating margins are only half those attained elsewhere. The slim burn mark resulting from Blue Circle's failed investment into incineration equipment leaves up a fresh embarrassment.

Only has diversification dulled the group's performance, it has meant the company has been unable to

to expand its international cement interests, slipping steadily down the global rankings over the past decade. Global scale is certainly not an absolute prerequisite for success. Local market dominance is perhaps a more critical determinant of profitability. But the strong performance of Blue Circle's cement businesses in Chile and Malaysia shows how it is actually rather good at finding fruitful expansion avenues overseas.

The relatively new management can hardly be blamed for past mistakes. Indeed, it now exhibits a commendable determination to make existing assets work harder. Volume and price rises for cement in the US and the UK should push profits strongly this year. The hope is that cost-cutting efforts in home products should bear fruit thereafter. Perhaps that would be the moment to demerge the division altogether and let each effort do what Blue Circle does best.

**Axa**  
After yesterday's solid full-year figures, it might seem strange that Axa has underperformed the French equity market by 20 per cent in the last six months. The profits recovery at the Equitable of the US is stronger than expected when Axa bought its 49 per cent stake in 1991. In Europe, the cyclical upswing in insurance markets is starting to help. Since insurance premiums are still rising in France, and Axa's London market operation is only just climbing back into profit, the recovery has some way to run.

By buying into the Equitable, Axa now generates 40 per cent of its premium income in the US. The impact of rising US rates on the Equitable's life insurance business - and Donaldson Lufkin & Jenrette, the investment bank which contributed most of last year's profits - is a reason for caution. The optimistic forecasts which pushed Axa's shares ahead last year have now been scaled back.

Besides, while stock and bond markets are falling, investors are probably more concerned with asset values than earnings. Last year's bull market in bonds more than offset a 17.5bn write-down in the value of Axa's property portfolio. But while the pain in property has now been taken, falling securities markets are still a threat. Until the shadow of a global bear market has been lifted, Axa will probably continue to trade at a substantial discount to net assets.

## Virgin-Delta link-up offers UK lever on 'open skies'

By Paul Betts, Aerospace  
Correspondent, in London

The UK government is expected to use Virgin Atlantic's deal with Delta Air Lines as a lever to revive "open skies" negotiations with the US.

The UK walked away from the US in January after rejecting US proposals for a gradual three-stage liberalisation of air services between the two countries. Washington insisted on immediate access for all US carriers into London's Heathrow airport.

But the partnership announced this week by Virgin and Delta, the third-biggest carrier - which has been vigorously campaigning to gain access into Heathrow - appears to have strengthened Britain's hand in bringing the US back to the negotiating table.

Mr John MacGregor, UK transport secretary, is expected to hold preliminary talks with Mr

Richard Peha, his US counterpart, during the next few days in London.

Both governments must approve the commercial partnership between Virgin and Delta, which would give the US carrier access to Heathrow through ticket code-sharing and seatsale agreements with Virgin.

The UK is likely to insist that approval for the code-sharing will hinge on resolving the broader issues in the stalled "open skies" negotiations between the two countries.

Mr MacGregor is also expected to make proposals to the US to resolve the current deadlock in the talks.

The UK is seeking the relaxation of restrictions on foreign ownership of US airlines as well as wider access into the US domestic market. It has so far not been prepared to give up immediate access to all US carriers into Heathrow, which under the

existing regime can only be served by United Airlines and American Airlines.

British Airways wants to extend its existing code-sharing agreements with USAir, the financially troubled sixth-largest US carrier.

Virgin last night it had had contacts with the UK government before announcing its deal with Delta, which in turn had discussions with Mr Peha.

"We feel very confident that the deal will be approved because it is in the interest of consumers as well as for both the UK and UK airline industries," Mr Richard Branson, Virgin chief, said last night.

It said its reciprocal frequent-flyer agreement with Delta was an agreement to share airport facilities with its new US partner did not require government approval.

BA fare cuts, Page 9

Agenda takes shape, Page 8

## Leipzig counts cost of Schneider fall

Continued from Page 1

In other words, Mr Schneider approached former owners who had been forced to flee Germany before or during the second world war. One of them was the Bamberg family, now living in Canada, had once owned a large clothes shop in the Königsplatz, in the theatre quarter.

"Mr Bamberg had the right to get his property back," said another city official. "When Mr Schneider heard about this man returning, he offered Mr Bamberg a price which I think he found difficult to refuse - and I believe above the market rate at the time. The thing is that Mr Schneider then had to jack up the rents to cover the purchasing and renovation costs."

As Mr Schneider raised rents, prices in the property market, which went through a boom in 1991 and 1992, started to fall. According to Jones Lang Wootton, which has 120,000 square metres of property on its books in Leipzig: "Top rents have come down from the peak achieved for letting in 1991 to a more sustainable DM35-DM40 a square metre."

## Bundesbank

Continued from Page 1

rates. Mr Tietmeyer said there was no need to abandon the M3 measure of broad money supply as the central bank's important indicator of medium-term inflationary developments. The development of M3 would be studied carefully in the months ahead.

**FT WEATHER GUIDE**

**Europe today**  
Strong high pressure, just west of Ireland, will be dominant throughout Europe today. Low pressure on the continent will bring showers or steady rain. Northern parts of Italy, including Corsica and Sardinia, will get outbreaks of showery rain and thunder storms will move in from the south. Western parts of France and the Benelux will have mainly light showers. The UK will stay mostly dry with occasional sunshine, although a warm weak front will bring some drizzle in the north-west. Norway and Sweden will be dry with sunny spells, while Finland and the Baltic States will have rain or showers. Portugal and Greece will be dry and sunny, but thundery weather will develop over southern and south-eastern Spain.

**Five-day forecast**  
Low pressure will spread from southern Europe slowly northward. By Sunday or Monday, most countries on the continent will likely get showers or outbreaks of rain. Eastern parts of Europe will stay very warm with scattered afternoon thunder storms. The UK, as well as the Iberian peninsula, will stay mostly dry.

**TODAY'S TEMPERATURES**

Location	Temp	Location	Temp	Location	Temp	Location	Temp
Abu Dhabi	34	Madrid	12	London	10	Paris	11
Algiers	23	Barcelona	14	Edinburgh	8	Rome	18
Amsterdam	11	Belfast	10	Faro	18	S. Francisco	20
Athens	23	Birmingham	11	Frankfurt	12	Stockholm	6
B. Aires	28	Bombay	28	Glasgow	10	Strasbourg	11
Buenos Aires	28	Brexit	11	Hamburg	10	Sydney	17
Calcutta	30	Brighton	11	Heidelberg	11	Taipei	19
Cairo	36	Cardiff	10	Kiel	11	Tel Aviv	29
Cape Town	14	Canberra	12	Kobe	13	Tokyo	20
		Chennai	28	Manila	27	Toronto	12
		Dhaka	28	Mexico City	18	Vancouver	12
		Dubrovnik	20	Moscow	10	Verona	15
		Geneva	12	Munich	10	Vienna	18
		Hong Kong	28	Nairobi	26	Washington	17
		Kuala Lumpur	30	Rangoon	28	Wellington	23
		Lima	18	Singapore	28	Winnipeg	10
		Los Angeles	22	Sri Lanka	28	Zurich	10
		Lyons	11	Taiwan	28		
		Manila	27	Thailand	28		
		Melbourne	18	Ulaanbaatar	10		
		Miami	24	Urumqi	10		
		Montreal	10	Yokohama	19		
		Moscow	10				
		Mumbai	28				
		Nairobi	26				
		Rangoon	28				
		S. Francisco	20				
		Stockholm	6				
		Strasbourg	11				
		Sydney	17				
		Taipei	19				
		Tel Aviv	29				
		Tokyo	20				
		Toronto	12				
		Vancouver	12				
		Verona	15				
		Vienna	18				
		Washington	17				
		Wellington	23				
		Winnipeg	10				
		Zurich	10				

Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

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# FINANCIAL TIMES COMPANIES & MARKETS

Friday April 15 1994

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## IN BRIEF

### Falling prices hit Belgian steelmaker

The crisis in the European steel industry highlighted yesterday when **Sambre**, Belgium's largest steelmaker, announced a loss of **BF6.5bn (\$1.64bn)** for 1993. The company's share price fell to **110 francs** from **120 francs** on the Paris stock exchange.

### Audi drops into the red

Audi, the performance car division of Volkswagen, reported a **1993 loss of DM35m** from a **DM172m profit** the previous year.

### IBM to make Intel chip clones

IBM's Business Machines division announced it will clone Intel's microprocessors designed by Cyrix, a Texas semiconductor company.

### JP Morgan falls in 1st quarter

J.P. Morgan, the US banking group, reported a **20 per cent fall in 1st quarter income**, mainly because of a sharp drop in revenues from trading in global financial markets.

### Credit Lyonnais confident

Credit Lyonnais, the French state-owned bank, announced a **capital adequacy ratio in excess of the minimum international requirements** before it is privatised.

### BSkyB raises £500m

British Sky Broadcasting, the UK satellite television venture, is raising **£500m** of non-recourse bank finance to build its new network.

### Anglo losses deepen to £15m

Anglo, the London-based holding company of Europe's largest media-buying and planning group, has announced **1993 pre-tax losses of £15m** (\$25.3m), compared with **restated losses of £11m** for 1992.

### Laura Ashley rises 40%

Laura Ashley, the fashion retailer, was tight-lipped about the sudden departure of its chief executive as it announced a **40 per cent increase in pre-tax profits to £2m** (\$4.4m).

### Sugar notes on sugar bid

The Tully and South Johnstone sugar mills in Queensland have stickers on their buildings saying: "Crush the Tate & Lyle bid". Inside, managers are lobbying local shareholders who hold the key to the UK sweetener group's offer, worth **£512m** (\$886m).

### Holiday Inn plans European expansion

Holiday Inn, the hotel chain owned by Bass, the UK brewery and leisure group, hopes to open more than **100 of its budget hotels** in Europe.

### FT Gold Mines Index

The FT Gold Mines Index Committee has announced that **Asiatic Goldfields** appears likely to meet the eligibility requirements of the FT Gold Mines Index after its scheduled public listing on April 26.

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### Chief price changes

FRANKFURT (DM)		100	150.5	4.3
AGF	25	100	150.5	4.3
AGF	25	100	150.5	4.3
AGF	25	100	150.5	4.3

## Schneider faces fraud allegations

By David Waller in Frankfurt

Deutsche Bank and the Frankfurt prosecutor's office yesterday launched separate legal actions against Mr Jürgen Schneider, the missing businessman at the centre of the crisis surrounding the large German property group which he founded.

Their allegations of fraud added to speculation about the reasons for his disappearance on Friday of 59-year-old Mr Schneider.

Deutsche Bank, the biggest creditor of the property group,

alleges Mr Schneider deliberately falsified financial information when seeking a loan for a property development in the Frankfurt city centre. The bank, which has financed eight of Mr Schneider's developments, also alleges Mr Schneider doctored documents when applying to finance the Zeil-Galerie shopping centre in the city centre.

The Frankfurt prosecutor's office said Mr Schneider had "obviously fled abroad". It suggested he told colleagues working at the castle headquarters in Königstein,

the Taunus hills near Frankfurt, that he was going to Turkey for Easter.

Creditor banks, owed an estimated DM50m (\$25m), said last night after a four-hour meeting in Frankfurt that there was no future for the various units which comprise Schneider. However they committed themselves to an orderly solution, without pushing Mr Schneider into insolvency.

This would mean the step-by-step sale of some of the group's properties, the banks said, together with job cuts. The

majority of banks at the meeting in favour of a "constructive across-the-board solution" which would preserve as many jobs as possible. Creditor banks would not push the group into bankruptcy, which could affect jobs throughout Germany's major cities.

The group's total liabilities are believed to be in the region of DM50m, of which DM10m is owed to trade creditors, mainly small businesses in the construction

## Losses at Air France may reach FF9bn

By John Riddling in Paris

Air France, the French national airline, is expected to announce a loss of between **FF8bn (\$1.37bn)** and **FF9bn** for 1993, substantially higher than previous estimates of a **FF7.5bn** deficit, Mr Bernard Bosson, the transport minister said yesterday.

Mr Bosson's estimate, made during a statement to the Senate, the upper house of the French parliament, is the latest increase in losses forecast for the airline. Last September, Mr Bosson said the loss for 1993 would probably be about **FF7.5bn**. In 1992, Air France reported a deficit of **FF3.8bn**.

The sharp increase in losses reflects the downturn in the international airline industry. But it also reflects the impact of industrial action last October when the carrier was brought to a standstill by a wave of strikes in protest against a rescue plan. The strikes forced the withdrawal of the plan and the resignation of Mr Bernard Attali as chairman.

Air France declined to comment on last year's results ahead of an official announcement, which is expected this month or next. The airline has said that last October's strike cost **FF1.2bn** in lost receipts, but the impact of the industrial dispute are complicated by savings, such as fuel supplies, and additional costs for the provision of alternative transport and accommodation for passengers.

The scale of the losses adds to the urgency of a restructuring package being drawn up by Mr Christian Blanc, who replaced Mr Attali as chairman. On Monday, Mr Blanc received strong support in a vote by the company's 40,000 staff for a plan aimed at raising productivity by 30 per cent over the next three years. The plan includes 5,000 job cuts, a freeze on salaries and on production, and a reduction in the airline's fleet.

Industry observers in Paris said the losses demonstrated the severity of the airline's problems, but the deficit could strengthen Mr Blanc's hand in negotiations with staff and unions about how to implement his cost-cutting measures.

The French government has pledged a capital injection of **FF20bn** over the next three years to ease the burden of losses and of debts amounting to **FF28bn**. But the capital injection requires approval from the European Commission.

Earlier this week, Mr Abel Matutes, the European transport commissioner, indicated that approval for the financing could be linked to the sensitive issue of deregulating the French airline market.

## Tracy Corrigan looks at the impact of a threat to sue over swap losses

## Finger points at banks after Procter's gamble



A new dimension has been added to the risks associated with trading derivative instruments, already the source of sleepless nights for regulators, intermediaries and their clients.

Earlier this week, Procter & Gamble, the US consumer products group, threatened to take legal action against Bankers Trust, which it incurred a **\$100m** loss in the wake of a **\$100m** swap transaction.

The swap was a complex derivative instrument, which has prompted speculation among banks that they could be vulnerable to a new type of legal risk litigation by companies which have been exposed on complex derivative instruments such as swaps and options.

The grounds for such an action are unclear, however, and Procter & Gamble has declined to comment on the chairman's statement that: "We are seriously considering legal options relative to Bankers Trust."

One American lawyer said: "The grounds for legal action are that in theory they are a sophisticated user, not a naive or orphan. But it may be that certain representations were made by Bankers Trust, perhaps some kind of undertaking to help manage the risk."

Bankers Trust, however, claims it "formally recommended that Procter & Gamble limit its risk by unwinding all or part of its transactions. Bankers Trust rejected these recommendations."

But one corporate lawyer said he was puzzled by P&G's use of "geared" swaps, which are more risky than normal swaps. "Why did Bankers Trust sell them this sort of product?" he wondered, noting that it was an unusual type of transaction for a company in use.

The scale of any action goes ahead, the lawyer has raised the issue of how much hand-holding a bank should do.

"They are obliged to inform companies of the risks of changing market conditions, but are obliged to follow complex formulae, which is proprietary information," according to Mr Michael Erasmus, a partner at Cooper & Lybrand's global risk management practice.

He points out that many companies have lost money on derivatives because they have failed to take account of the implications. While this may not seem to be a bank's responsibility, some derivatives are specifically marketed for tax purposes.

The fact is that law on derivatives is a murky area, precisely because the rapid growth of the market has outstripped the development of a legal framework.

"I would have not have thought there was any law to sue where sophisticated growth-up companies are involved," said Mr Alan Newman, partner and head of Lybrand's global risk management practice.

He thinks it would be a difficult argument to put off the ground, things are marketed."

While this admission may be enough to scupper any potential action, it could still spark further attempts to gain redress for the swap losses. "It certainly has the potential to cause a growing area of litigation between the swap and the bank and the bank and the swap," says Mr Newman.

Mr Newman, a partner at Lybrand's global risk management practice, said: "The swap losses are a result of a tightening in the swap market."

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## Tobacco row forces change to RJR offer

By Richard Tomkins in New York

The barrage of criticism afflicting the US cigarette industry yesterday forced RJR Nabisco, the US food and tobacco group that makes Camel and Winston cigarettes, to make an embarrassing turnaround over its \$2bn stock offering.

It announced that it was changing the terms so that the shares would be convertible into shares in both the food and tobacco sides of the business if the two were split - not just in the interim, as previously planned.

The turnaround comes less than a year after an earlier attempt by RJR Nabisco to spin off its tobacco business failed.

In February 1993, RJR Nabisco announced that it was launching a \$2bn offer of preferred equity redemption cumulative shares - or percs - to help pay off debt and provide scope for acquisitions.

RJR Nabisco said the percs would be convertible into ordinary shares in the company on a one-for-one basis after three years. But analysts studying the fine print quickly learnt that if the food and tobacco businesses were split, the percs would convert into tobacco stock.

The day after the offering was announced, the US Food and Drug Administration released a letter saying it was considering evidence that might lead to cigarettes being regulated as a drug.

This came amid an unprecedented wave of attacks on the industry from politicians, legislators and anti-smoking groups. Yesterday leading industry figures were called before a congressional hearing to answer allegations that they were manipulating the amount of nicotine in cigarettes to make them more addictive.

Many potential investors had made it clear to RJR Nabisco that they would not be interested in subscribing to a \$2bn share offering linked so closely to the tobacco side of the business.

RJR Nabisco said yesterday: "Our decision was in response to a desire from investors to participate in both parts of the business. We would not have made this decision unless we felt it was the right thing to do in terms of having a successful offering."

Each perc will now be convertible into one share in the food business and one share in the tobacco side in the event of a split.

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## INTERNATIONAL COMPANIES AND FINANCE

## Cockerill Sambre decline steepens

By Gillian Tett in Brussels

The crisis in the European steel industry was highlighted again yesterday when Cockerill Sambre, Belgium's largest steel maker, announced a loss of BFr6.5bn (\$1.4bn) for 1993. This compares with a loss of BFr1.4bn the previous year and a profit of BFr3.6bn in 1991.

The company, which had previously predicted a loss of BFr4-BFr6bn, blamed falling prices and sales for its poor results.

In the period, whose activity is the production of rolled products normally used in the motor

industry, fell to BFr147.4bn, down from BFr147.7bn the previous year. Meanwhile, financial debt rose to BFr6bn, up from BFr4.6bn in 1992.

Cockerill Sambre said that 1994 should improve next year - a hope being echoed by most European steel makers who argue that the improvement in the manufacturing industry could boost steel prices as early as the summer.

"The last half of 1994 was a pick-up in steel industry activity and an improvement in prices. This ought to lead to a notable recovery of earnings by June," the company said.

However, Mr. Gandola, chairman of Cockerill Sambre, warned there was no dividend for 1993, insisting he would "reserve all possibilities to distribute a dividend on 1994 earnings".

Coming hard on the heels of the steel industry's dispute with the European Commission over its demands for further capacity cuts, the result seems to pose more questions about government policy towards steel plants like Cockerill Sambre, which is partly owned by the Belgian Walloon government.

Earlier this week the commission formally asked the company to delay its

threat to withdraw aid to the industry until November to allow the industry more time to develop restructuring plans.

The delay is contingent on the European steel companies adhering to a pledge that they will not ask for more state aid.

Commission officials privately admit that the temporary agreement has done little to address the broader problems of the steel sector - or entirely remove the anger generated earlier this year when the Commission fined the sector for alleged cartel rigging, imposing an ECU4m fine on Cockerill Sambre.

## Forte holds payout as earnings show fall

By Michael Lindemann in Bonn

Forte, the Italian and French group, yesterday announced full-year pre-tax profits of \$121m (\$178m), compared with \$144m, and said it had seen little improvement in the economies in which it operated.

Mr. Forte, chairman, said UK consumer spending was still fragile, but the group was now seeing an increase in business from corporate customers.

Total sales for the year to January 31 were \$2.1bn, compared with \$2.7bn. Sales from continuing operations were up 11 per cent to \$1.6bn.

The final dividend of 4.75p, unchanged from last year when the payout was cut for the first time in two years, was approved by shareholders. The dividend was covered 3.3 times by earnings per share at \$1.44 before exceptional items. Earnings after exceptional items were 10.2p.

There was an exceptional gain of \$34m. The group made an exceptional profit of \$12m from the flotation last January of 75 per cent of Alpha Airports Group and the sale of the 50 per cent stake in Kentucky Fried Chicken.

There was an exceptional charge of \$68m following a downward revaluation of properties and goodwill. A further \$10m was added against the revaluation reserve, bringing total downward revaluations to \$78m.

There was a normal revaluation of its properties by \$10m every three years. Under previous management last year, it supplemented this with a further review of all its property values. As a result of this year's revaluation, the property and goodwill were now valued at \$3.4bn.

Five-year profits before exceptional items were up 33 per cent to \$1.1bn. Profits of the Alpha sale, received shortly after the year-end, reduced borrowings to \$1.06bn. Gearing was 50 per cent.

While occupancies at Forte's UK hotels, rates were hit by strong competition.

Lex, Page 18

## Audi reverses into red but sees break-even this year

By Michael Lindemann in Bonn

Audi, the quality car division of Volkswagen, yesterday reported a 1993 loss of DM89m (\$54m) against a DM172m profit the previous year.

However, losses in the first quarter were up 23 per cent on the year before, bolstering hopes that the company would break even again this year.

Mr. Herbert Diess, who was appointed chief executive in February, said the company hoped to return to a position in the market with a range of new models, including the A6, the A8 and the A8L, which will be co-produced with the

sports car maker Porsche.

"We have nearly come the trough of the current recession," Mr. Diess said. "Only technological quantum leaps will ensure lasting competitive advantages."

The Audi board agreed in March to work 10 per cent fewer hours, saving a further 3,000 jobs which were due to go, the company said.

In the year ending March, the loss at the company's two plants in southern Germany had fallen 10.5 per cent from last year's losses of DM100m. Audi also plans to launch a new small car, the Audi A, in 1995.

socially acceptable manner".

Production in 1993 fell 30.7 per cent to 354,158 units. The UK was the only exception in a still depressed car market, the company said.

Production in the first quarter of 1994 rose 6 per cent to 90,473 units but orders for the German market, where Audi's share dropped from 5.7 to 5.3 per cent last year, were still down on last year, the company said.

Audi also plans to launch a new small car, the Audi A, in 1995.

## Go-ahead for privatisation of Pharmacia

By Christopher Brown-Hume in Stockholm

Pharmacia, the Swedish pharmaceuticals group, yesterday scotched rumours of a possible delay in its privatisation, saying the industry ministry had given the go-ahead for the sale of the state's 49 per cent holding in June.

The company could raise as much as SKr14bn (\$1.5bn), making it Sweden's biggest privatisation. Around half the shares are expected to be offered to foreign institutions.

Mr. Jan Ekberg, chief executive, said the mode of privatisation had not been finalised, leaving open the possibility that the company might issue warrants or options to buy shares. The prospectus will be issued by May 24.

Mr. Ekberg said the company, one of the world's top 20 drugs groups with 1993 pro-forma sales of SKr37.4bn, would also be seeking a listing in the US. There had been talk of the sell-off being postponed due to worries about the size of the offer, and unsettled market conditions.

Volvo is Pharmacia's other main shareholder, with a 28 per cent stake. Antonia Sharpe adds: Pharmacia plans to access the syndicated loan market with a \$500m five-year revolving credit facility. J.P. Morgan and Union Bank of Switzerland will act as joint arrangers.

## L'Oréal advances to FFr2.5bn

By Andrew Taylor, Construction Correspondent

L'Oréal's year reinforced its position as the world's largest cosmetics company with a 12.5 per cent increase in net profits to FF2.5bn (\$400m) from FF2.3bn in 1992.

The group, which owns a range of beauty brands including Lancôme cosmetics, Giorgio Armani fragrances and Ambre sun products, succeeded in maintaining prof-

its growth despite the sluggish state of the international economy.

The company described conditions last year as "difficult" and said the market was "still depressed" this year. However, he added that L'Oréal had increased its first-quarter sales by 10 per cent and its 1993 consolidated sales rose by 11 per cent to FF20.5bn in 1993 from FF19.7bn in 1992. Managed sales, including the

North American marketing arm, were up 11 per cent to FF20.5bn from FF18.6bn.

Operating profits increased by 12.5 per cent to FF4.6bn from FF4.1bn. Earnings per share rose by 12.5 per cent to FF4.62 from FF4.10.

There was an exceptional gain of \$34m. The group made an exceptional profit of \$12m from the flotation last January of 75 per cent of Alpha Airports Group and the sale of the 50 per cent stake in Kentucky Fried Chicken.

There was an exceptional charge of \$68m following a downward revaluation of properties and goodwill. A further \$10m was added against the revaluation reserve, bringing total downward revaluations to \$78m.

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Five-year profits before exceptional items were up 33 per cent to \$1.1bn. Profits of the Alpha sale, received shortly after the year-end, reduced borrowings to \$1.06bn. Gearing was 50 per cent.

While occupancies at Forte's UK hotels, rates were hit by strong competition.

Lex, Page 18

## Blue Circle pre-tax surges 76%

By Andrew Taylor, Construction Correspondent

Blue Circle Industries, the UK's biggest cement manufacturer, which yesterday announced a 76 per cent rise in pre-tax profits, resumed exports to the US and reopened a kiln in south-east England.

The measures emphasise the improvement in construction

activity on both sides of the Atlantic, although recovery is more advanced in the US.

Pre-tax profits for the year rose from \$93.8m to \$168.8m (\$241.8m). If exceptional items are excluded, operating profits rose 77 per cent to \$168.8m.

A reduced charge of \$1.4 per share, against \$1.4 per share after large ACT write-offs, led earnings per share more than

three times higher at 14.5p, against 4p.

Blue Circle is paying an unchanged final dividend of 7.5p, maintaining a total of 11.25p.

UK profits rose to \$33.8m to \$59.1m, US profits more than doubled from \$23.6m to \$59.1m and consolidated European profit rose from \$28.5m to \$33.5m. Lex, Page 18

## Leeds B/S looks at securitisation

By Antonia Sharpe, Financial Editor in London

Leeds Permanent Building Society, the UK's fifth largest, is close to becoming the first society to fund its mortgage lending business through securitisation, a technique in wide use in the US.

Securitisation allows banks

to take loans off their balance sheets, removing the risk of default and freeing up capital. The assets are placed in a special-purpose vehicle which then raises money by selling the debt securities to investors.

Interest on the securities is funded by loan repayments. In the past year, Barclays Bank and National Westminster

have securitised mortgages and personal loans. Leeds has spent two years setting up a system to securitise its mortgages. It plans to test the system by using a pool of its mortgages as collateral to raise up to \$100m from a small group of banks rather than through selling securities in the public market.

Lex, Page 18

## Kemira seeks to raise FM2bn

By Christopher Brown-Hume

Kemira, the Finnish chemicals group, yesterday announced plans to raise up to FM2bn (\$1.2bn) through an initial public offering, further boosting the pace of the government's privatisation programme.

Kemira is the fully owned group will be offered to international and domestic institutions and the Finnish public, leaving as much as one-third of the company in private hands.

Proceeds will be used to reduce the group's FM8bn debt. The company will gain a stock market listing.

The offering will be the biggest yet in the government's programme to

ownership of state companies.

Two other big Finnish industrial groups, Borealis and Valmet, are also planning large international share issues as part of the process.

Kemira aims to launch its offer in the autumn, subject to financial performance and market conditions. It has been encouraged to make the move after returning to the black with a FM30m pre-tax profit last year, compared with a 1992 deficit of FM338m.

Mr. Heimo Karinen, chief executive, said: "Competitiveness is now good within the group. I am confident that Kemira has sustainable competitive advantages in its chosen markets."

The company achieved 100

net sales of FM11.2bn, up 6 per cent on 1992 despite generally difficult trading conditions.

Operations include pigments, paints, nutrients and specialty chemicals for waste treatment and pulp and paper production. The group is the world's fifth-largest producer of titanium dioxide and number one in Europe in waste treatment chemicals.

Kemira Agro is the only group division to make a loss last year, after being hit by overcapacity and low prices in the European market.

Kemira's share capital at the end of last year was FM833m. This was reduced by a 10 per cent nominal value of FM833m over the next 12 months.

## Strong interim progress by Perstop

By Christopher Brown-Hume

Perstop, the Swedish specialty chemicals and plastics group, reported strong progress in the six months to February 1994, lifting profits and financial items to DM7.7bn (\$4.07bn) from SKr114m in the 1993 period a year ago.

The group said rationalisation, greater penetration of new markets, and the weakening krona had helped to compensate for poor market conditions in Europe.

All six divisions increased

sales, lifting total group turnover by 11 per cent to SKr1.9bn.

Mr. Wiking, the president, said that full-year earnings were expected to be "substantially exceeded" last year's SKr331m level.

"The European market remains weak, but many factors indicate that a levelling-off is in progress," he noted.

© Sophus Berendsen, the Danish majority shareholder in Perstop, the UK subsidiary, proposed an increase in the

dividend to DKr4.00 from DKr3.50 per share after increasing net profits last year to DKr1.21bn (\$180m) from DKr465m in 1992, writes Hilary

Harvey in Copenhagen. Perstop profits increased to DKr2.04bn from DKr1.21bn and turnover rose to DKr9.87bn from DKr7.77bn.

The increase in the group's earnings reflects Perstop's acquisition of Securilgard, the UK security company, and Berendsen's acquisition of Lucas Fluid Power, the hydraulics

group.



## JF Asia Select Limited

(Incorporated in the Cayman Islands)

## ANNUAL RESULTS TO 31ST DECEMBER 1993

- Net Assets as at 31/12/93 US\$177.9m
- Performance in US\$ over 12 months to 31st December 1993
- NAV Per Share + 64.8%
- Ordinary Share Price + 77.8%

## Extracts From Investment Manager's Report

"The year 1993 proved to be an outstanding one for Asian equity markets and South East Asian markets in particular."

The Company mainly invests in smaller capitalised stocks in the region. Hong Kong holdings performed well in 1993 despite investor focus on blue chip issues which left many smaller stocks trading at a discount. The Hang Seng Index. Elsewhere in North Asia, the Company maintained its weightings in Korea as strong evidence of a recovery in margins as demand picks up, interest rates have fallen and labour costs stabilise. The Company is confident that Korean exporters will benefit significantly in 1994 from the erosion in Japanese competitiveness caused by the appreciation of the yen.

The performance of Asian equity markets in 1994 is likely to be in line with earnings growth, rather than liquidity driven as in 1993. Nevertheless, we believe that values should continue to rise reflecting the buoyant economic background."

Jardine Fleming Investment Management Limited  
(14th March 1994)

For a copy of the Annual Report please contact:  
Jardine Fleming, 17th Floor, Jardine House,  
Connaught Place, Hong Kong.  
Attn: J. Haynes, Tel: (852) 614 8000 Fax: (852) 614 8099  
Fleming Investment Trust Management Ltd (Member of IMRO)  
Capital Markets, London, UK.  
Tel: (071) 634 9459 Fax: (071) 256 0017



Annual Report  
31st December 1993

## EniChem Fibre

## Invitation to offer to purchase shares of Terbond SpA

EniChem Fibre SpA, headquartered in Ferrara (Italy), is a company with authorized share capital of Lit. 190 billion, registered with the Palermo Court, Companies' Registry no. 1111 volume number 184/176, intends to receive and evaluate offers for acquisition of 10% of the share capital of Terbond SpA.

The company, whose principal offices and business are in Ferrara (Italy) and operating in the sector of "non woven spunbonded fabrics", manufactures and sells polyester fabric used predominantly in roofing applications and to a lesser extent in geotextile applications and the footwear industry. Terbond SpA has sales of approximately Lit. 50 billion in 1993. The company's workforce is 101 employees at 31 December 1993.

For the purposes of this transaction, EniChem Fibre SpA has engaged the services of PASFIN Servizi Finanziari SpA ("PASFIN"), to whom interested parties should direct all enquiries. The relevant information can be obtained at the following address:

PASFIN Servizi Finanziari SpA  
Largo Richini, 6 - 20122 Milano, Italy  
Tel: 02/5874362  
Fax: 02/5831480  
Mr. E. Morpurgo, Mr. E. Magnoni, Mr. A. ...

The present information is intended for limited liability companies only. Interested parties should register their interest in writing to PASFIN, by fax or by mail, and applying for an information memorandum specifically prepared for them.

EniChem Fibre SpA reserves the right, in its sole discretion, to accept or reject any offer, without assigning any reason, and without providing any information memorandum to the offeror. The information memorandum will be sent to the offeror by a confidentiality

agreement has been validly signed by an officer or legal representative of the company and returned to PASFIN no later than 29 April 1994.

Together with the confidentiality agreement, interested parties must send a description of the offer and of the industrial and economic reasons for the investment.

EniChem Fibre SpA also provides the identity of the company they represent and also provide the aforesaid information.

This represents an invitation to offer but does not represent a public offer as art. 1336 of the Italian Civil Code, as a result of public saving ex art. 1/18 of Italian law no. 218/74, including all the information and integrations thereto. Neither the invitation, nor the receipt of any offer by EniChem Fibre SpA will create, with respect to EniChem Fibre SpA, any obligation or commitment to sell to any bidder and, with respect to any bidder, any right to demand any performance whatsoever by EniChem Fibre SpA (including, without limitation, the payment of any brokerage or advisory fees or expenses). EniChem Fibre SpA also reserves the right to terminate at any time and without any reason or explanation whatsoever any and all discussions regarding the possible sale of Terbond SpA, with absolutely no liability to any third party regardless of the status or stage of such discussions.

Whilst every effort will be made to ensure that the announcement accurately reflects the Italian text of the announcement appearing on "Il Sole 24 Ore" and "Il Sole 24 Ore" on April 15, 1994, in the event of any discrepancy the Italian text shall prevail.

This advertisement and the sale procedure are subject to Italian law. In case of any controversy related to the above, the Court of Milan (Italy) shall have jurisdiction.

**Notice of Interest Rates**  
To the Holders of  
**The United Mexican States**  
Collateral Floating Rate Bonds Due 2001

NOTICE IS HEREBY GIVEN that the interest rates covering the interest period from April 15, 1994 to October 17, 1994 are detailed below:

Series Designation	Interest Rate	Payment Date
USD Discount Series 1	5.1875 Per Cent	October 17, 1994
USD Discount Series 2	5.1875 Per Cent	October 17, 1994
USD Discount Series 3	5.1875 Per Cent	October 17, 1994

April 15, 1994  
CITIBANK, N.A., Agent

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£100,000,000  
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Interest Rate: 5.1875 per cent  
Interest Period: 15th April 1994 to 17th July 1994  
Interest Amount: £100,000,000  
Interest Date: 17th July 1994  
£100,000,000

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The Bondholders are therefore reminded that the subscription rights in Pirelli S.p.A. ordinary shares will not be exercisable from May 6th (date of publication in Gazzetta Ufficiale) up to and including May 26th 1994.

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150 من المال

INTERNATIONAL COMPANIES AND FINANCE

# JP Morgan starts year with 20% fall in income

By Martin Dickson in New York

J.P. Morgan, the New York banking group, yesterday reported a 20 per cent fall in first-quarter income, due mainly to a sharp drop in revenue from trading in global financial markets, which turned sour this month.

The bank reported net income of \$345m, or 25 cents a share, compared with \$432m, or 32 cents, in the same period of last year, excluding the effect of an accounting change.

The bank was broadly in line with Wall Street expectations of earnings of \$1.70 a share.

Revenues totalled \$1.39bn, compared with \$1.49bn, with net interest revenue dipping to \$1.1bn from \$1.2bn. Excluding receipts from Latin American

restructuring their debt, net interest income was up 1 per cent, which the bank reflected improved results from its European and Asian asset and liability management activities.

Non-interest income dipped to \$1.1bn from \$1.01bn. Trading revenues were \$25m - down 11 per cent on the same period in the first quarter of last year and 41 per cent lower than the record \$1.1bn of the final quarter - as the bank's positioning activities were affected by difficult market conditions.

However, Morgan said that client-related trading activities had benefited from strong demand for risk management products, particularly swaps and other interest rate contracts, and for US fixed-income securities.

Corporate finance revenues totalled \$117m, compared with \$115m. Lower underwriting fees of \$10m were largely offset by increased advisory fees.

Credit-related income was up 4 per cent at \$22m. Investment management fees rose 12 per cent to \$127m, and operational services were a 24 per cent increase to \$14m, due to increased custody, clearance and brokerage fees. The investment securities gains were \$91m, down from \$100m. Other revenues totalled \$103m, up from \$88m, and included gains of \$37m on sales from the bank's equity portfolio and \$41m of hedging gains from the management of non-trading foreign currency exposures.

Group operating expenses rose 1 per cent to \$1.27bn.

# Restated results show losses at Woolworth

By Richard Tomkins in New York

Woolworth, the US-based retailer, has restated its financial results for all four quarters of the year ending January 29 1994, and confirmed that profits reported in the first two quarters had been illusory.

Last year, Woolworth reported it had scraped into profits of \$1m for the first quarter and \$2m for the second.

This week's restated figures show, however, that the company actually made losses of \$7m and \$10m in the first and second quarters respectively.

Woolworth said it was not yet ready to explain the losses.

# IBM to produce Intel chip clones

By Louise Kohao in San Francisco

International Business Machines (IBM) has reached an agreement to manufacture clones of Intel's microprocessors designed by Cyrix, a Texas semiconductor company. The deal poses a challenge to Intel's domination of the chip market.

IBM will manufacture Cyrix's equivalent of Intel's 486 and Pentium microprocessors, which are used in the latest personal computer models. As well as supplying these chips to Cyrix, under the five-year agreement IBM also has the right to sell about half of the chips it makes either to its

PC operations or to outside customers.

"IBM is committed to becoming a major supplier of semiconductor products," said Mr Michael Attardo, senior vice-president and general manager of IBM's microelectronics division.

IBM's semiconductor sales were about \$1.5bn last year, up from just \$1.2bn a few years ago.

IBM's personal computer business is Intel's largest customer. All of IBM's personal computer products contain microprocessors designed by Intel and either purchased from Intel or manufactured by IBM itself under a long-standing arrangement with Intel.

The arrangement with Cyrix will "clearly give the IBM PC company an alternative choice," said Mr Attardo.

Intel holds at least an 80 per cent share of the market for PC microprocessors, according to market analysts, while Cyrix has a market share of less than 3 per cent. The agreement with IBM will, however, expand Cyrix's opportunity to participate in the market, said Mr Jerry Rogers, president and chief executive of Cyrix.

IBM and Intel have been technology partners since the introduction of the IBM PC 10 years ago. IBM's agreement with Cyrix is expected to strain this relationship.

In February, IBM and Intel updated their microprocessor technology agreements. At that time, IBM said it would forgo rights to manufacture Intel's latest Pentium microprocessors, giving the high-tech giant a new production technology.

Instead, IBM will manufacture Cyrix's M1 "Pentium-class" microprocessor. Mr Attardo said the Cyrix chip was compatible with IBM's existing semiconductor production technology, and would therefore involve high costs. Cyrix, moreover, will pay IBM to license production capacity at its Burlington, Vermont, semiconductor plant for the Cyrix chips, he added.

# Crédit Lyonnais confident on capital adequacy ratio

By John Gapper in London and Alice Rawsthorn in Paris

Crédit Lyonnais, the French state-owned bank, said yesterday it was confident of achieving a capital adequacy ratio comfortably in excess of the minimum international standard of 8 per cent, which was expected to be implemented by the bank's regulator, the Banque de France, president, said yesterday.

Mr Payrele said, speaking to analysts in London, said he believed Crédit Lyonnais would raise its capital ratio to over 10 per cent in risk-weighted assets to about 6 per cent, compared with the current figure of 4.4 per cent.

He said he hoped the bank would be able to negotiate share swaps with the government to reduce equity holdings, which as its 20 per cent stake in Ustior-Saclor, the steel maker.

Mr Payrele said he believed the bank should have a ratio of no more than 10 per cent in companies to improve the spread of its portfolio, and to give it greater liquidity and

flexibility in selling equity.

He said he would accept a price of \$2.50 for the bank, if such an offer was made "today". However, the price could rise by spring 1995, which was what he expected to be selling the bank.

Mr Payrele said the bank would achieve a 6 per cent tier 1 ratio - above the 4 per cent minimum in the bank's accord, but increasingly viewed as a market level by ratings agencies - by raising bank capital and constraining asset growth.

The government is participating in a FF4.9bn (\$7.6bn) recapitalisation of Crédit Lyonnais, after the bank reported a FF1.1bn net loss for 1993. Mr Payrele was appointed five months ago to succeed Mr Jean-Yves Hachez at the head of the bank.

As part of the recap, the government and other public sector shareholders will increase the bank's capital to FF10.5bn.

The bank hopes to follow

this with a rights issue of matching size for other shareholders later this year.

Mr Payrele said he hoped to raise the tier 1 ratio by 10 percentage points a year until the target was reached. He was still working on plans to increase banking income while holding assets steady.

Mr Dominique Bazy, who is heading the sale of industrial assets, said FF1.3bn in disposals had been agreed, and he was confident the FF1.0bn would be sold this year. The bank has not a target of selling FF1.0bn of the bank's portfolio.

The bank's recapitalisation plan to stage a day of action today against Mr Payrele's plans to accelerate the group's return to profit through cutting. The chairman has unveiled proposals to shed 1,000 jobs over three years.

Mr Payrele said yesterday he expected Crédit Lyonnais' staff to accept the proposed cuts. The bank's four business plan is a strategic plan against the plan today.

# AEG plans further reshape as deficit reaches DM1.2bn

By Michael Lindemann in Bonn

AEG, the electrical engineering division of Daimler-Benz, reported a deficit of DM1.2bn (\$700m), against a profit of DM11m in 1993, and Mr Georg Stöckel, the chief executive, predicted that the company would not break even in 1994.

Turnover fell by 3 per cent in 1993 and operating losses were DM500m, compared with DM200m last year.

The company said it had no plan to further restructure for more restructuring and is to spend about DM100m on an additional 7,000 redundancies. The workforce fell by 3 per cent to 58,921 last year.

Mr Stöckel said AEG was an important part of the Daimler-Benz group, but had lost orders in the first two months of 1994. The company's sales were 10 per cent higher than the year before, due largely to an order from the German Railways for the updated high-speed InterCityExpress II.

None of the company's five divisions made a profit last year. The microelectronics, railway technology and automotive divisions suffered heavy losses. The company said it hoped to improve its performance with another restructuring.

AEG said it was about to complete the sale of its household appliance division, which

employs 9,000 people, to a Swedish group. The European Union is expected to rule this year on whether the sale meets competition requirements, the company said.

The Frankfurt-based company is to be further integrated into Daimler-Benz, Germany's largest industrial group. It will take over the diesel engine operations of the Daimler-Benz Turbomeca, another Daimler subsidiary, and will be known as AEG Turbomeca Industries.

There will be further restructuring until the company is left with 50,000 employees. Most of the restructuring will be in the railway technology division, the company said.

# Rising costs put Boise Cascade deeper in red

By Laurie Morse in Chicago

Boise Cascade, the Washington paper manufacturer and forest products processor, blamed rising winter weather and higher costs incurred through operating difficulties for its first-quarter loss. An expected rise in paper prices led to material losses.

The net loss for the quarter was \$37.6m, or 25 cents a share, compared with a profit of \$12.1m, or 56 cents, a year earlier. The first-quarter loss was larger than the \$10.7m, or 58 cents, deficit Boise reported in the fourth quarter of last year.

# Lyonnaise des Eaux doubles net result

By John Fiddling in Paris

Lyonnaise des Eaux-Dumex, the French water, sanitation and communications group, yesterday confirmed it more than doubled net profits, to FF400m (\$67.4m), in 1993 and expressed optimism about prospects for the current year.

Mr Monod, chairman, said the worst of the economic recession was over, and outlined "considerable opportunities" in the public works and utilities markets.

"In France, and in the European Union, infrastructure programmes including motorways, high speed trains and airports, will soon be launched," he said.

Mr Monod said the group's construction activities would be reinforced through the merger between the Lyonnaise and GDF-Entreprenus subsidiaries.

The group is proposing a dividend of FF16.50 for last year, compared with FF15 in 1992.

# Spain to float part of Endesa holding

By Tom Burns in Madrid

Grupo Teneo, the Spanish state holding group, is to place up to 10 per cent of its equity in the profitable Endesa electrical utility on the market next month, in an international public offering expected to raise Ptas180bn (\$1.8bn).

The offering, which will raise Teneo's shareholding in Endesa to 65 per cent, will be weighted towards Spanish investors and especially towards retail investors. It will, however, be open to the US, Europe and the rest of the world.

The four-week registration period for potential domestic retail buyers of Endesa shares opened yesterday.

Teneo said the international tranches would be reduced if there was a strong enough demand among small Spanish investors.

At present, 10 institutions

hold nearly half of the 10 per cent of Endesa equity that is to be floated. Teneo said one of the objects of the offering was to increase the number of Spanish shareholders in the utility.

Mr Javier Salas, Teneo's chairman, said the income from the share disposal would be directed towards maintaining the public holding.

The income is particularly needed by Iberia, the national airline, which last year was chiefly responsible for a sharp fall in Teneo's earnings.

Endesa, which raised its profit last year by 9.9 per cent to Ptas18.8bn, is the dominant player in the highly-regulated domestic electricity market.

Together with its affiliated companies, it produces more than half of Spain's electric power and distributes around 40 per cent.

# Spain to float part of Endesa holding

First-quarter sales rose to \$18m from \$17m last year. Losses in the company's largest business segment, paper and pulp products, were \$88.7m in the quarter, up from \$43.6m in the first quarter of 1993, due to higher operating costs and declining prices for Boise's most important paper grades.

About 10 per cent of the company's paper mills last year comprised market and non-market paper. In the first quarter, the average price for these grades fell more than a point from the fourth quarter of 1993, the company said.

Average prices for newsprint and unbleached groundwood paper had declined, while containerboard and market pulp prices rose in the quarter.

Mr Vincent Hannity, Boise Cascade spokesman, said the company's paper segment results would not recover significantly until worldwide paper consumption grew.

"With overseas economies weak, their paper consumption is down. This has caused a sharp increase in their paper exports to the US at reduced prices," he said.

Losses from the company's other products segment improved slightly in the quarter, but losses from its building products division declined sharply in the quarter, from \$14.4m a year ago.

Constricted logging in the US north-west raised material costs, while winter weather muted construction activity much of the year.

# Rubbermaid growth evaporates

By Richard Tomkins

Rubbermaid, the US goods group named "America's most admired company" by Forbes magazine at the beginning of the year, yesterday reported a sharp downturn in first-quarter profits growth.

Net income rose by barely 1 per cent from \$4.5m in the comparable period to \$4.6m. Turnover was up by 2 per cent to \$1.1bn and earnings per share rose from 21 cents to 22 cents.

The company had earlier maintained a reputation for turning in big increases in earnings from year to year. In the 10 years to 1993, earnings growth averaged 12 per cent a year.

Mr Wolfgang Schmitt, chairman and chief executive, said the first quarter's figures reflected particularly soft sales in January and February because of unusually harsh weather conditions across the US. Bad weather also caused temporary plant closures, so

reducing plant efficiency.

In addition, Mr Schmitt said retailers' efforts to cut costs in the quarter held back the company's turnover growth. Sales through new sales of Rubbermaid products were up.

"March orders, however, have shown substantial improvement, and that improvement is continuing into April," Mr Schmitt said. "As a result, we look for a favourable second-quarter sales and earnings comparisons."

# Heinz in talks with Borden

By Frank McGurty in New York

Heinz, the US grocery products group, is in talks with Borden, the US food and wallpaper group. However, Heinz refused to confirm reports it was buying the bulk of its food-service division.

Borden also declined to comment. The sale of its food business, which generated \$270m in revenues last year, would represent the first divestment since the merged group announced a far-reaching restructuring earlier this year.

The company is seeking to concentrate on its most profitable lines, including pasta, soups and several niche grocery products. After posting a net loss of \$93.6m last year, it said it would sell more than \$1.25bn in assets, including its soft drinks and frozen business, which generated nearly 20 per cent of its 1993 revenues.

For Heinz, the Borden food service division would make a financial fit with its own business, which supplies individual plastic pouches of mayonnaise, ketchup and other condiments to restaurants, schools and hospitals.

Ernst Financial, a subsidiary of the Financial Times Group, and Wardley Data Services have announced plans for a joint venture research service offering data about Hong Kong-listed companies on CD-ROM.

Wardley Data, a subsidiary of HSBC's Wardley merchant bank group, provides the most widely-used system for

ing information about Hong Kong companies. This product-based product is updated regularly.

The new product, Wardley Data Workstation, will provide information on all listed companies in Hong Kong, as well as in Singapore, Malaysia and Thailand. Wardley Data would be a wholly owned subsidiary of Ernst Financial.

The workstation runs on any IBM-compatible personal computer and directly linked to oil and chemicals.

allocating a capital budget of 12bn pesos for domestic and overseas projects during the year. It is pursuing brewery projects in Vietnam and Nepal, according to officials.

Rise in phone use helps Israel telecoms

Israel's main telecommunications company, Bezeq, posted a 23 per cent rise in net profit, to NIS1.4bn (\$440m), in 1993. Earlier reports from Jerusalem.

The company - 23 per cent has been sold on the Tel Aviv stock exchange and a further 23 per cent is due to be floated this year - attributed the rise in efficiency measures and increased telephone use.

# BCE chief sees profit for full year

By Robert Murray in Montreal

BCE, the Canadian-based international telecommunications group, will report a good first quarter during its annual meeting on April 27, said Mr Lynon Wilson, chairman.

BCE, which recently completed the sale of Nova Scotia, will be profitable for all 1994, he added.


It will maintain the common share dividend at the current level.

The group plans to hold 10m Bank of Nova Scotia shares it received for Montreal Telecom indefinitely. Mr Wilson said. They are now worth C\$199.2m.

BCE, which is in the Bell Canada telephone utility and controls Maritime Telecom and other companies, has completed the disposal of virtually all its non-core assets, including real estate.

It earned C\$1.3bn in 1993, posted a final 1993 loss of C\$750m after special charges of C\$800m. Share long-distance competition squeezed Bell Canada's profit.

Penetration of the US has counter-balanced the loss of all the shares of Co-enenco, a Canadian telecommunications company and oil company, sought earlier by Numac Energy, of Calgary. The bid is higher than Numac's, and would assume C\$104m in Co-enenco debt. Co-enenco has large undeveloped natural gas reserves.



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# Surge in investment income boosts AMP

By Nikki Tait in Sydney

Australian Mutual Provident Society, the large life insurer group and one of the country's biggest institutional investors, said yesterday it lifted its operating earnings to A\$2.11bn (\$1.5bn) in 1993.

This figure, however, included investment income of A\$1.35bn, which was derived from the sale of investment assets. The insurer's

rise largely in the strong performance of the Australian stock market last year.

The figure only reflected AMP's Australian and New Zealand operations, and excluded its investment income in the US, which makes the AMP and London Life. The mutual insurer did not provide an earnings figure for the group overall, but did say its premium income for the 1993 financial year stood at A\$7.28bn last year, slightly

below the 1992 figure of A\$7.9bn. Total investment income surged to A\$13.7bn from A\$9.33bn, again largely due to increased portfolio gains.

There was also a sharp rise in surrenders, policies which are prematurely cashed in by policyholders. These were A\$3.8bn overall last year, up from A\$2.72bn in the previous 12 months.

There is much discussion over life companies' prof-

its should be reported in Australia, and AMP acknowledged that its earnings figure would have been significantly higher if it had adopted the method used by most other large Australian insurers.

AMP also said that yesterday it had no intention of "demutualising" - that is, turning itself into a shareholder-owned company - despite the fact that this has been an increasingly popular option for mutuals.



INTERNATIONAL CAPITAL MARKETS

Bundesbank move sparks bout of volatile trading

By Sara Webb in London and Frank McGurty in New York

The Bundesbank cut its key interest rates by 25 basis points yesterday, taking the European government bond markets completely by surprise and sparking a bout of volatile trading in the bond market.

Despite the unexpected move, some of the European bond markets ended lower as other factors, such as worries about inflation and the shooting down of two US helicopters in Iraq, gave the market an excuse to fall lower.

The Bundesbank cut the discount rate to 5.00 per cent and the Lombard rate to 5.50 per cent. The move triggered cuts by other European central banks - in Denmark, Switzerland, Austria, and Netherlands

and Belgium - and led to expectations of easing in Italy and France.

At a press conference yesterday, Mr Hans Tietmeyer, the Bundesbank's president, stressed that money supply remained the main target for the German central bank. He said he expected German inflation to fall below 3 per cent in the second half of 1994, adding that the Bundesbank could not risk triggering inflationary expectations by cutting interest rates too quickly.

Mr Theo Waigel, the German finance minister, said the interest rate cuts from the Bundesbank would support economic growth. The bond market had a choppy day despite the news. The bund contract opened at 96.80 and ended up

ahead of the rate cuts. Having drifted down, the futures contract bounced on the news and then fell again, touching a low of 96.45. The contract picked up later in the day to close little changed at 96.83.

GOVERNMENT BONDS

Analysts expressed surprise at the bund market's rocky reaction to the good news. "The bund markets fell after the news shows we are still in a bear market, when 25 basis points off both rates is still not enough to get a rally," said Ms Marie Owens Thomson, international economist at Midland Markets.

UK gilts drifted lower in the

morning, then picked up and closed slightly higher on the day, taking their cue from the Bundesbank.

The market will be focusing on today's inflation data for March, as well as on the possibility of a gilt auction announcement.

Disappointing inflation figures triggered a fall in Spanish government bond prices yesterday morning, but the market later recovered and closed up on the day helped by the Bundesbank rate cuts. The Consumer Price Index rose up 1.1 per cent in March from February, leaving the year-to-year rate unchanged at 1.1 per cent.

As leading indicators of inflation, the base fixed-rate investments.

Anticipation of the figures kept many investors on the sidelines. Traders said some of the early activity had been triggered by the mortgage-backed securities market, where a big sale forced the liquidation of five and 10-year government bonds.

Japanese government bonds rallied in the London trading session as the yen strengthened against the US dollar. The move prompted the Bundesbank to intervene, selling yen and buying dollars. In Tokyo trading, the market had a relatively uneventful day, opening on a strong note with the June 1994 contract at 111.75, and ending lower at 111.44 in the second hour of the day.

Marked pick-up in issuance

By Gonner Middelmann

The European market saw a marked pick-up in issuance in a range of currencies as sentiment was lifted by the Bundesbank's monetary easing.

The Council of Europe launched its long-awaited Euro300m of 10-year bonds, which are due to be priced today in yield between 6.5 and 7.5 per cent.

According to the lead manager, Swiss Bank Corporation, the deal is targeted mainly at institutional investors, which have shown good demand for 10-year Euro paper.

In the dollar sector, the City of Prague launched its long-planned \$100m of 7.75 per cent five-year bonds at a 120 basis point spread over Treasuries. According to an official in the lead manager, Novartis, the bonds closed at 99.50, below their \$1 reoffer price, but the spread remained

steady at 120 basis points. While demand for the triple-minus rated bonds, which were tightly priced, others reported interest from institutional investors seeking high-yielding paper with potential for credit improvement.

Two other floaters also emerged: \$100m of five-year notes for the Province of Nova Scotia, paying a coupon of 0.1875 points above three-month Libor, and \$100m of three-year notes for Mexico's Banco Nacional de Comercio Exterior (Bancomext), paying three-month Libor plus 0.75 points. The latter met strong demand from selected Asian accounts, according to the lead manager JP Morgan.

While Nova Scotia's bonds were deemed appropriately

priced, traders said they would be slow to place bets in the large size of the issue.

However, lead manager UBS, which took \$330m of the deal itself, said it felt a smaller issue might have put the deal's liquidity into question. The budding Greek Eurobond market is another two new issues: \$100m of 15% per cent Marathon Bank for Reconstruction and Development, and \$100m of 16% per cent Eurobonds for Abbey Treasury Services. Heavy supply has some traders grumbling that the sector is fast becoming saturated.

Supranational Marathon Bank is exempt from Greek withholding tax to resident and non-resident investors. The Eurodramma non-supranational bonds are only for foreigners. Because of this, as well as small considerations, they are a significant yield premium over their

NEW INTERNATIONAL BOND ISSUES									
Borrower	Amount	Coupon	Maturity	Yield	Spread	Book	Manager	Lead	Co-lead
USAID	500	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan
USAID	250	7.75	May 1997	111.75	111.44	JP	JP Morgan	JP Morgan	JP Morgan

BENCHMARK GOVERNMENT BONDS									
	Coupon	Price	Yield	Delta	Gamma	Theta	Vega	Rho	Vol
Australia	9.500	100.000	9.500	0.10	0.00	0.00	0.00	0.00	0.00
Belgium	7.250	100.000	7.250	0.10	0.00	0.00	0.00	0.00	0.00
Canada	6.500	100.000	6.500	0.10	0.00	0.00	0.00	0.00	0.00
Denmark	7.000	100.000	7.000	0.10	0.00	0.00	0.00	0.00	0.00
France	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00
Germany	5.500	100.000	5.500	0.10	0.00	0.00	0.00	0.00	0.00
Italy	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00
Japan	5.000	100.000	5.000	0.10	0.00	0.00	0.00	0.00	0.00
Netherlands	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00
Spain	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00
UK Gilt	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00
US Treasury	6.000	100.000	6.000	0.10	0.00	0.00	0.00	0.00	0.00

ITALY									
NOTIONAL ITALIAN GOVT. BOND (BTP) FUTURES									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	114.00	114.75	+0.65	114.85	113.75	51279			
Sep	113.83	114.35	+0.54	114.30	113.85	102	1542		
ITALY GOVT. BOND (BTP) FUTURES OPTIONS (Liffe) 100000 100ths of 100%									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	114.00	114.75	+0.65	114.85	113.75	51279			
Sep	113.83	114.35	+0.54	114.30	113.85	102	1542		

FT-AGRICULTURE FIXED INTEREST INDICES									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	114.00	114.75	+0.65	114.85	113.75	51279			
Sep	113.83	114.35	+0.54	114.30	113.85	102	1542		

BOND FUTURES AND OPTIONS									
NOTIONAL FRENCH BOND (MATIF)									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	123.30	123.24	-0.06	123.28	122.28	2	111.88		
Sep	121.86	121.76	-0.10	121.80	120.80	2	111.88		
LONG TERM FRENCH BOND OPTIONS (MATIF)									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	123.30	123.24	-0.06	123.28	122.28	2	111.88		
Sep	121.86	121.76	-0.10	121.80	120.80	2	111.88		

UK									
NOTIONAL UK GILT FUTURES (Liffe) £50,000 30ths of 100%									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	107.13	107.17	+0.04	107.20	106.80	60,630	102,653		
Sep	106.00	106.00	0.00	106.00	105.80	60,630	102,653		

FT FIXED INTEREST INDICES									
	Open	Sett	Change	High	Low	Est. vol.	Open int.		
Jun	114.00	114.75	+0.65	114.85	113.75	51279			
Sep	113.83	114.35	+0.54	114.30	113.85	102	1542		

Non-recourse loan facility for BSKyB

By Antonio Sharpe

In a move which will strengthen its financial position, British Sky Broadcasting (BSkyB), the UK-based satellite television venture, said yesterday that it is raising \$200m of non-recourse bank finance which will enable it to repay loans from its shareholders.

The main shareholders of BSKyB, which has now moved into operating profit but is still incurring large pre-tax losses, are Pearson and Granada, the owner of the Financial Times, with 17.5 per cent, and Granada with 11.1 per cent.

Part of the proceeds of the five-year revolving credit facility, which is being arranged by Toronto-Dominion Bank and Citibank, will be used to repay a \$100m bank loan which was guaranteed equally by Pearson,

Granada and Chargeurs, the French transport and communication group which has also put money into the venture.

The money will be used to repay securities issued directly by Pearson and Granada and to release certain contingent liabilities.

The payments to shareholders will be in addition to the \$100m they received since December from cash generated by BSKyB's operations.

Terms of the facility were not disclosed but bankers involved in the deal said such a transaction reflected BSKyB's strong finances.

"Just one year ago, banks would not have considered taking part in such a facility," said one banker.

The two arranging banks are underwriting \$250m of the amount and the remainder will be syndicated among other banks.

Liffe narrows gap with CME in futures rankings

By Laurie Morse in Chicago

Adjusted volume figures released by the Futures Industry Association, the US industry group, show Liffe's first quarter volume at 11.1m contracts, as opposed to the CME's 10.5m. For March, Liffe's volume was 11.1m, compared with the exchange's 10.5m.

By comparison, Liffe's first quarter turnover was 47.5m contracts, compared with the CME's 47.5m. Liffe's volume was 11.1m, compared with the exchange's 10.5m.

However, second-placed Liffe's volume was 11.1m, compared with the CME's 10.5m. Liffe's volume was 11.1m, compared with the exchange's 10.5m.

In response to an industry outcry, the FIA has begun releasing adjusted data for the CME, using the exchange's old method of counting turnover.

The FIA reports CME first quarter volume at 10.5m contracts, as opposed to the CME's 11.1m. For March, Liffe's volume was 11.1m, compared with the exchange's 10.5m.

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## COMPANY NEWS: UK

# Export growth behind 80% rise at Lamont

By Simon Davies

Lamont Holdings, the Northern Ireland-based textiles group, reported a 80% rise in profits, reflecting strong export growth and a substantial contribution from Alexander Drew, its fabric printing subsidiary.

After two years of decline, pre-tax profits amounted to £11.4m, up 80 per cent on the previous £6.3m. The shares firmed 5p to 433p.

Turnover increased by 10 per cent to £136.1m, with export sales to America and Japan almost doubled to £17m following the setting up of sales offices in New York and Hong Kong.

Lamont's performance continued to be hampered by its core Shaw carpets business. However, all other operations experienced growth, and overall, the carpet divisions contributed operating profit of £1.3m, against a small loss in 1992.

Sir Desmond Lortimer, chairman, said profit margins in the carpet division remained weak because of "over-capacity in the industry". This was more than compensated for by the

division, and operating profit margins (excluding discontinued businesses) rose 6.7 per cent to 9.3 per cent.

Shaw was also affected by a capital expenditure programme and an unsuccessful push upmarket. Sir Desmond said in spite of difficult trading conditions it was expected to return to profitability in 1994.

The fabric manufacturing and printing business remained the main contributor, with operating profits of £10.6m. Alexander Drew, which was acquired in April 1991, will be strengthened by the merger with Cunningham Johnson, the recently acquired fabric printer which is on a nearby site.

The Shaw unit was hit by the elimination of its good-to-good sale and the computer division, partly offset by a 50% increase in profit from a property disposal.

At the year end, net borrowings were £10m, marginally down from £11m, and gearing fell to 55 per cent.

A final dividend of 9p makes a total of 12.5p (12p), payable from earnings of 16.5p per share.

## Recovery seen as Beauford cuts loss

Losses at Beauford, the engineering and ceramics group which completed a refinancing package earlier this year, fell from £28.4m to £7.43m pre-tax for 1993.

Turnover of continuing operations slipped from £27.5m and losses per share worked through at 32p.

The 1992 deficit included a £19.5m provision for goodwill in continuing operations.

Sir Trevor Holdsworth, chairman, said trading conditions remained difficult in the second half, but added that there was evidence of a recovery

in the last two months which led to a "significant" increase in order intake.

Although the 1993 results, the trading improvement had spilled over into the current year. Parts of the group were now operating profitably and further improvement was looked for during the year.

Refinancing included a restructuring of bank loans and the raising of money via placing and rights issue. The directors believed the group would have ceased trading without the package.

## Scudder enters UK with £50m trust launch

By Bethan Hutton

Scudder Stevens Clark, the US fund management group, is raising its profile in the UK by aiming to raise about £50m by the end of the month through a new Latin American investment trust.

Scudder Latin America Investment Trust will be the group's first venture into the UK investment trust sector, but Latin America is more familiar territory. The group's \$90bn (£52bn) fund under management is in Latin American debt and equities. It has been investing in Mexico since 1979, and has eight specialist Latin American funds, run by a team of 12 based in Boston.

Scudder's activities in London have up to now been limited to a small number of insurance funds. As the name is not yet widely known in the British public, the trust is being launched by means of an institutional placing, and possibly small intermediaries offer, rather than a full public offer.

Scudder it was confident of attracting sufficient interest in the fund, although it will be the fourth investment trust focusing on Latin America to be launched in the UK this year. The first two, from Morgan Grenfell and Edinburgh Fund Managers, raised less than their initial targets, at £64m and £39m respectively. The offer for Templeton's version has not yet closed, but it raised £37.8m from a placing.

Scudder Global, the emerging markets investment trust, is set to open an offer of £100m in the UK this year. Institutional investors have already indicated interest in £4.5m of C-shares; a minimum of 3m C-shares have been reserved for the open offer, which is restricted to existing share and warrant holders, and placed on a 1-for-5.13 basis after conversion of the C-shares into ordinary shares. This should be completed by October 31 at the latest.

## Passions run high over sugar cane bid

### Nikki Tait on Tate & Lyle's attempt to buy two Australian mills

An outward air of normality surrounds the Tully and South Johnstone sugar mills, set in neighbouring villages on northern Queensland's lush, coastal plain.

Their crushing plants are undergoing the seasonal overhaul. In surrounding fields, a healthy cane crop promises bumper business when harvesting begins on June 14.

However, stickers plastered across the mill buildings tell a different story. "Crush the Tate & Lyle bid," they demand. Inside, managers are lobbying shareholders who hold the key to the British group's offers, worth A\$121m (£58m) in total, by phone.

One local resident, Mr. John Hitching, has been mobilised as a "women's defence committee". "We're told to buy Australian," she complains, but the mills won't be Australian anymore... they'll be English."

The bid battle for the Queensland mills is the most public move Tate has made since acquiring its Australian subsidiary, Bundaberg Sugar, in 1991 - and it is proving neither more nor speedy to complete.

Only today, six months after opening salves were fired, will the battle reach a crucial stage. Shareholders in the South Johnstone mill are due to vote on a proposal to lift a restriction which bars anyone from holding more than 3.2 per cent of the mill's shares. Only if they agree, and by a 75 per cent majority, will the Tate offer proceed.

In this tightly-knit community, where many of the shareholders are direct descendants of the Italian and Maltese immigrants who established the land farms, passions run high and no one will admit defeat. "I'm mulling," says Mr. Fred Lizzio, chairman of the South Johnstone mill. "We're confident," retorts Mr. Rod Young, Bundaberg's company secretary.

The point on which both sides agree is that the deal would make sense for Tate. Via Bundaberg, it already owns mills at Babinda and Mourilyan, directly in the north,

and synergies could flow.

Sugar prices have also improved, and both Tully and South Johnstone have been investing in their plants. Profits from both mills rose strongly last year and are forecast to do better still. Moreover, Tully and South Johnstone have better potential for expanding their catchment areas, and increasing throughput, than Bundaberg's existing mills. In Queensland, cane can only be grown on average 100 acres for this purpose, but Tully, in particular, has marked various tranches of nearby land from which it thinks additional tonnage could be sourced in the future.

The problem for Tate is that the mills' shares are owned largely by local cane growers, whose livelihoods are directly affected by the way in which the mills are run. While the bidder claims that its offer represents a "unique" opportunity to realise a good price for the mills' unlisted stock, at least some of the growers have kinder views.

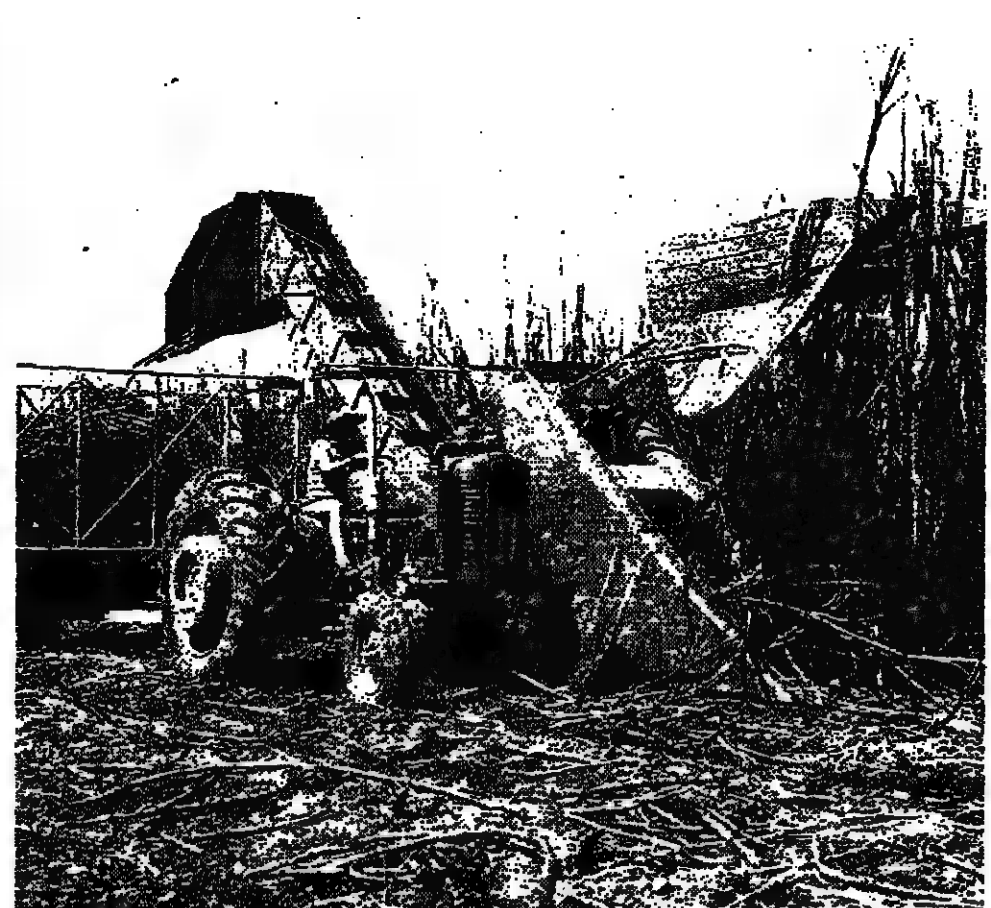
"What the mill does affects my business - and at present, it's run as a farmers' mill," says one South Johnstone grower. Asked to elaborate, growers who oppose the bid present a list of worries. The first is the "cane-dirt" - a highly-organised system which aims to lift a restriction which bars anyone from holding more than 3.2 per cent of the mill's shares. Only if they agree, and by a 75 per cent majority, will the Tate offer proceed.

In this tightly-knit community, where many of the shareholders are direct descendants of the Italian and Maltese immigrants who established the land farms, passions run high and no one will admit defeat. "I'm mulling," says Mr. Fred Lizzio, chairman of the South Johnstone mill. "We're confident," retorts Mr. Rod Young, Bundaberg's company secretary.

The point on which both sides agree is that the deal would make sense for Tate. Via Bundaberg, it already owns mills at Babinda and Mourilyan, directly in the north,

and synergies could flow. Sugar prices have also improved, and both Tully and South Johnstone have been investing in their plants. Profits from both mills rose strongly last year and are forecast to do better still. Moreover, Tully and South Johnstone have better potential for expanding their catchment areas, and increasing throughput, than Bundaberg's existing mills. In Queensland, cane can only be grown on average 100 acres for this purpose, but Tully, in particular, has marked various tranches of nearby land from which it thinks additional tonnage could be sourced in the future.

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Harvesting the sugar cane crop in northern Queensland, where nobody will admit defeat

inclined to replace track to out-lying areas. Then came the question of what price the "cane-dirt" - a highly-organised system which aims to lift a restriction which bars anyone from holding more than 3.2 per cent of the mill's shares. Only if they agree, and by a 75 per cent majority, will the Tate offer proceed.

Such uncertainties, over, come as a challenge to Tate's sugar industry. Historically, this has been heavily regulated, with the government buying up Queensland farmers' production at an "award" price, and limiting the land on which cane can be grown. Now, in the current "free trade" atmosphere, and with Australia committed to deregulation throughout the economy, the sugar industry is likely to change - although it is not exactly how.

As Mr Lizzio puts it: "Deregulation is rather frightening if you're only got one buyer". But the mill boards have a

problem, too. Not all shareholders are happy. At the moment, they expect to be in the business for the long-haul. While the mills claim that the bid prices are inadequate, they do represent a "unique" opportunity to realise a good price for the mills' unlisted stock, at least some of the growers have kinder views.

The mills' answer is to go to the stock exchange - thereby accommodating those shareholders who would like to cash in all or part of their holdings. At present, however, no firm plan is on the table, although Mr Lizzio Cargnello, vice chairman of the Tully board, says proposals should be presented "within the next month or two".

The drawback is that the scheme, too, would require a 75 per cent majority of both mills'

shareholders. Both boards, meanwhile, say that they would look for some sort of anti-takeover protection for the merged group, probably by way of state government legislation.

In short, the potential deal which surrounds the Tate bid is a six-month war of attrition - long enough.

Already, the battle has led to court actions, and the bid wars are approaching A\$250,000 for each mill - money which the growers see vanishing before their eyes.

Tate, however, says it will wait until today's news before deciding what to do. "Our assessment will be governed by today's result," says Mr Young.

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Admission has been granted for up to 3,024,354 units (the "Units"), 12,097,416 new ordinary shares (the "new Ordinary Shares") and 9,073,062 warrants (the "Warrants") in British Bio-technology Group plc to be admitted to the Official List. Each Unit comprises four new Ordinary Shares and three Warrants to subscribe ordinary shares in British Bio-technology Group plc. It is expected that admission of the Units, the new Ordinary Shares and the Warrants will become effective today, 15th April 1994, and that dealings in the Units, nil paid, will begin today, 15th April 1994.

### British Bio-technology Group plc

(Incorporated in England Registered Number 2304992)

Rights Issue of up to 3,024,354 Units each comprising 4 new Ordinary Shares and 3 Warrants.

Copies of a circular dated 29th March 1994 constituting Listing Particulars relating to the Rights Issue of the Units may be obtained during normal business hours on any weekday (Saturdays and public holidays excepted), up to and including 18th April 1994, from the Company Announcements Office of the London Stock Exchange, Capel Court Entrance, off Bartholomew Lane, London EC2N 1HP (by collection only), and up to and including 28th April 1994 from:

British Bio-technology Group plc Warrington Road Covley Oxford OX4 5LY	Kleinwort Benson Ltd PO Box 560 20 Fenchurch Street London EC3P 3DB	Kleinwort Benson Securities Ltd PO Box 560 20 Fenchurch Street London EC3P 3DB
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Date 15th April 1994.

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### BETA GLOBAL EMERGING MARKETS INVESTMENT TRUST PLC

(Incorporated in England and Wales under the Companies Act 1985 with registered number 12345678)

Placing and Open Offer of up to 30,000,000 C Shares of £1 each

by NatWest Securities Limited

at 100p per C Share

The C Shares will be issued into New Ordinary Shares (with New Warrants) on the set out in the Listing Particulars.

Details of the Placing and Open Offer are given in the document dated 14th April 1994, which has been approved by the London Stock Exchange as listing particulars relating to Beta Global Emerging Markets Investment Trust plc (the "Listing Particulars"). Copies of the Listing Particulars may be obtained during normal business hours on any weekday (Saturdays and public holidays excepted), up to and including 19th April 1994 (for collection only) from the Company Announcements Office of the London Stock Exchange, Capel Court Entrance, off Bartholomew Lane, London EC2N 1HP and during usual business hours up to and including 10th May 1994 from:

NatWest Securities Limited  
135 Bishopsgate  
London EC2M 3XT

Beta Global Emerging Markets Investment Trust plc  
3 Bolt Court  
Fleet Street  
London EC4A 3DQ

15th April, 1994

#### Notice of Redemption



**Mortgage Funding Corporation No.4 PLC**  
(Incorporated in England and Wales under the Companies Act 1985 with registered number 2339491)  
**£100,000,000 Class A1 Mortgage Backed Floating Rate Notes Due 2035**

NOTICE IS HEREBY GIVEN to the holders of the Class A1 Notes, that the Issuer has determined in accordance with the Redemption provisions set out in the Terms and Conditions of the Class A1 Notes in this amount of £3,500,000 will be redeemed on the next Interest Payment Date, 29th April 1994 (the "Redemption Date"). The Class A1 Notes will be redeemed on a pro rata basis and the Principal Payment per Class A1 Note will be £3,500. The Principal Payment on each Class A1 Note will be made in accordance with the operating procedures of Euroclear and Codel.

Bankwest Trust Company, London Agent Bank  
April, 1994

#### MGM ASSURANCE

Notice of meeting of Marine and General Mutual Life Assurance Society. Notice is hereby given to the Members of the Society that the 142nd Annual General Meeting of the Society will be held at MGM House, 100, Strand, London, W.C.2R 0AG, on Wednesday 25 May 1994, at 1.30 p.m. for the following purposes:

- To receive the Directors' Report and Financial Statements for the year ended 31 December 1993.
- To reappoint KPMG Peat Marwick as auditors of the Society and to authorise the directors to fix their remuneration.
- To transact any other business.

By Order of the Board  
J. Sutton, Secretary  
6 April 1994.

#### NOTICE OF INTEREST RATE

To the Holders of Banco Central do Brasil New Money Bonds Due in 1998

In accordance with the provisions of the Bonds, the interest rate will be 15% per annum, payable semi-annually on 15th April 1994 and 15th October 1994, and on each anniversary of 15th April 1994, as determined by the above Bonds.

BANCO CENTRAL DO BRASIL, Issuer

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#### FT Surveys

Bank of Montreal  
in Canada and the USA  
15th April, 1994

#### Points for electricity generated for the period of the week ending 12th April 1994

Period	12th April	13th April	14th April	15th April	16th April	17th April	18th April	19th April	20th April	21st April	22nd April	23rd April	24th April	25th April	26th April	27th April	28th April	29th April	30th April	1st May	2nd May	3rd May	4th May	5th May	6th May	7th May	8th May	9th May	10th May	11th May	12th May	13th May	14th May	15th May	16th May	17th May	18th May	19th May	20th May	21st May	22nd May	23rd May	24th May	25th May	26th May	27th May	28th May	29th May	30th May	31st May	1st June	2nd June	3rd June	4th June	5th June	6th June	7th June	8th June	9th June	10th June	11th June	12th June	13th June	14th June	15th June	16th June	17th June	18th June	19th June	20th June	21st June	22nd June	23rd June	24th June	25th June	26th June	27th June	28th June	29th June	30th June	1st July	2nd July	3rd July	4th July	5th July	6th July	7th July	8th July	9th July	10th July	11th July	12th July	13th July	14th July	15th July	16th July	17th July	18th July	19th July	20th July	21st July	22nd July	23rd July	24th July	25th July	26th July	27th July	28th July	29th July	30th July	31st July	1st August	2nd August	3rd August	4th August	5th August	6th August	7th August	8th August	9th August	10th August	11th August	12th August	13th August	14th August	15th August	16th August	17th August	18th August	19th August	20th August	21st August	22nd August	23rd August	24th August	25th August	26th August	27th August	28th August	29th August	30th August	31st August	1st September	2nd September	3rd September	4th September	5th September	6th September	7th September	8th September	9th September	10th September	11th September	12th September	13th September	14th September	15th September	16th September	17th September	18th September	19th September	20th September	21st September	22nd September	23rd September	24th September	25th September	26th September	27th September	28th September	29th September	30th September	1st October	2nd October	3rd October	4th October	5th October	6th October	7th October	8th October	9th October	10th October	11th October	12th October	13th October	14th October	15th October	16th October	17th October	18th October	19th October	20th October	21st October	22nd October	23rd October	24th October	25th October	26th October	27th October	28th October	29th October	30th October	31st October	1st November	2nd November	3rd November	4th November	5th November	6th November	7th November	8th November	9th November	10th November	11th November	12th November	13th November	14th November	15th November	16th November	17th November	18th November	19th November	20th November	21st November	22nd November	23rd November	24th November	25th November	26th November	27th November	28th November	29th November	30th November	1st December	2nd December	3rd December	4th December	5th December	6th December	7th December	8th December	9th December	10th December	11th December	12th December	13th December	14th December	15th December	16th December	17th December	18th December	19th December	20th December	21st December	22nd December	23rd December	24th December	25th December	26th December	27th December	28th December	29th December	30th December	31st December
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## Hunting at £32m with help of exceptionals

By Tim Bart

Property disposals and the help of subsidiaries last year helped Hunting defy the recession in its aviation, defence and oil businesses.

Exceptional items totalling £8.1m underpinned a slight rise in pre-tax profits to £31.7m in the 12 months to December 31, against £29.2m last year.

The shares, however, fell 14p to 215p after the group reported a decline in operating profits to £29.1m (£34.6m).

Mr Kenneth Miller, chief executive, said the operation was down on heavy restructuring costs of £5.8m and trading losses at subsidiaries which have been sold.

The reorganisation centred on the aviation business, where the group made £1.5m of provisions in 1993 for redundancies, the cost of selling Hunting Aircraft - its loss-making US subsidiary - and the amalgamation of more than 30 companies into five sub-divisions.

Operating profits in the aviation division, which suffered from deferred orders and production cuts, fell £1.5m to £3m and the workforce was reduced by 150 to less than 2,000.

Mr Miller warned a further 150 jobs would go this year, said: "It was a skinny performance and the business is generating an adequate return on investment. The restructuring will change but it's not going to change in a hurry."

The problems were partially offset by improved results in the defence and oil divisions.

A nine-month contribution from the management of the Atomic Weapons Establishment helped add profits to £14.6m (£9.3m). The group made a £2.5m provision for relocating its communication technology business.

The oil division saw profits increase by £1.5m to £17.8m despite the falling price of crude, which it markets and

supplies in North America.

Group turnover improved from £809.8m to £1.06bn, including £20.1m (£30.1m) from discontinued activities. Earnings per share fell from 15.7p to 13.6p, and a final dividend of 5p is proposed for an unchanged 10p total.

### COMMENT

With a large surplus property still on its books, there is nothing to suggest Hunting selling further assets to buoy this year's figures. It is an attractive option given the fragility of the aviation and defence markets and the recent slide in the oil price. But the balance sheet has been strengthened by last year's rights issue, cutting gearing from 70 per cent to 50 per cent, and that will allow the group to develop its underlying businesses. It may take time, however, for the benefits of new orders to be realised. So although profits this year could reach £30m on a forward multiple of 15.5, the shares still prove a costly short-term option.

## Holiday Inn's budget hotel chain heads for Europe

By Ronald van de Krol in Amsterdam

Holiday Inn, the hotel chain owned by Bass, the brewery and leisure group, plans to launch its budget hotel chain, Holiday Inn Express, in Europe.

The company said it hoped to open more than 100 Holiday Inn Express hotels over the next five years, mainly in Germany, central Europe, the UK, Spain and France. The target customer is the "budget-conscious" business and leisure traveller.

In the UK, the hotels will compete with chains like Travelodge, which is owned by Forte, in France and Germany they will be pitted against the Ibis Hotel chain owned by the Accor group of France.

Most of the hotels will be located along motorways and in secondary cities in city-centre areas will cost an average \$65 (£38) a night, including breakfast - considerably less than the prices charged at standard Holiday Inns or at the more expensive Holiday Inn Crown Plaza hotels.

Holiday Inn Express hotels were launched in the US in 1980, and plans to extend them to Asia were announced in late 1993.

Mr Bryant Langton, Holiday Inn chairman, said: "Given the success of this product around the world, I see no reason why we have in Europe could not have more than 100 Holiday Inn Express hotels in the next five years."

As with other Holiday Inn hotels, the emphasis will be on franchising rather than out-

right ownership by Holiday Inn. Some will be purpose-built as Holiday Inn Express hotels, while others will be existing hotels that join the Holiday Inn organisation.

The investment cost in the developer is expected to range between \$45,000 and \$50,000 per room, about half the outlay for the upmarket Holiday Inn Crown Plaza hotels, whose prime city-centre locations mean higher land prices.

The company has already signed agreements covering the opening of 10 hotels in Poland and one in Germany, with others on less advanced sites currently underway.

The first German hotel will open in Cottbus, a city located between Berlin and Dresden, in the spring of 1995.

## Going for gold as rivals drop out

Kenneth Gooding on the fortunes of Cookson as it focuses on precious metals

It is the hope of every company in an overcrowded and competitive market that some of its rivals will pack up and leave. It is rarely fulfilled.

Yet that is what has happened to Johnson Matthey, another company ultimately controlled by Anglo American.

With annual sales of £44m, JM was the UK market leader. Its operations in Dublin and Birmingham have been merged with those of Knight Day (also in Birmingham) and the combination renamed Cookson Precious Metals.

Analysts expect that Cookson's move into the UK market and its intention of becoming a serious force in continental Europe triggered JM's decision to sell out. JM said the business did not fit its strategy and that it was achieving only a 2 per cent return on net assets against a required level of 20 per cent. Stern is now 70 per cent owned by Anglo American.

It is now busy refocusing its efforts. It is withdrawing from non-core businesses such as the engineering operations, sold recently, while precious metals fabrication has been carefully reconstructed to become one of the biggest divisions.

In North America Cookson was already the largest fabricator of gold in the jewellery industry, processing some 1.5m troy ounces of gold and several million ounces of silver. This followed the merger of five years ago of two big US companies, Stern and Leach. Cookson took full control in 1992.

The biggest rival in the US quit in 1991. Engelhard, the precious metals group ultimately owned by the Anglo American Corporation of Canada, fell through and companies were left with no choice but to close.

This left Cookson's Stern Metals business, based in Attleboro, Massachusetts, with 70 to 80 per cent of the US market for supplying gold to the jewellery industry and 50 per cent of the silver market.

The sales were obvious: the company had already signed agreements covering the opening of 10 hotels in Poland and one in Germany, with others on less advanced sites currently underway.

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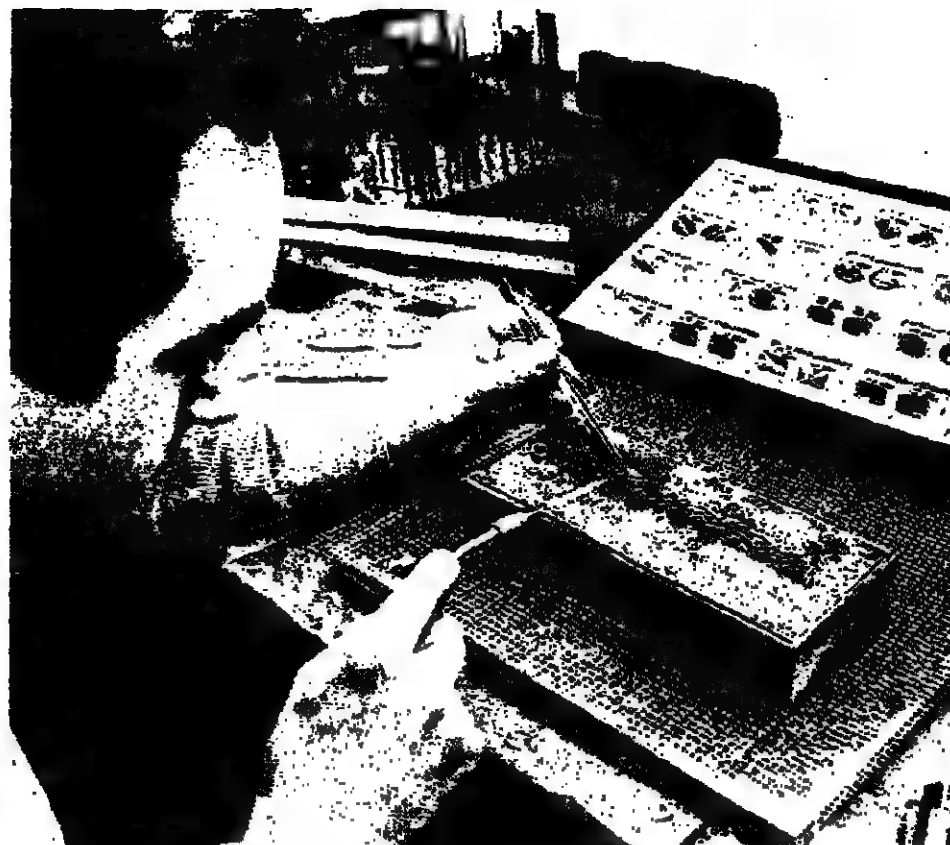
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Cookson's products are used in all kinds of jewellery from the cheap to the most expensive

The activities also include APM-Sterngold, the dental attachments company in the US, which processes more than 100 million dental crowns annually and last year reported a remarkable 73 per cent increase in sales.

Mr Fred Hammerle, Stern's chief operating officer, suggested the success was partly due to the "incentive-driven" workforce. For example, the Stern-Leach unit produces operations have an incentive scheme called TCP - Teamwork + Control - Profit - which last year paid a total of \$1.8m, equivalent to nine weeks pay, for each of the 432 people included. The minimum payment was \$2,761 and the maximum more than \$25,000.

Mr Dick Smith, president of Stern-Leach, explained: "The scheme encourages people to work harder, do their own quality control. They don't

make scrap. There is more incentive of doing the job right than hiring more people. They don't like people goofing off."

With more than 1,000 employees, many of them small businesses, quality control is an important element in Stern's success. Any sale above \$200,000 must go to the credit committee. Customers get 30 days to pay and then are charged at an annual rate of 15 per cent up to 60 days.

Some of this expertise can be passed on to the newly-acquired UK companies, as can many of Stern's production techniques - although Stern also expects to learn from the former JM people. Transactional exchanges of key production people already are being made.

Mr Conley says that tube, sheet and wire will be exported from the US, where there is very little incremental cost when output is increased, to

the UK for reworking. This should shorten UK delivery times. "Our main priority will be to rationalise the mill and dental operations. That should take nine months."

Then CPM would start looking seriously at exporting to Spain, Greece, and other countries. JM's export experience would be of great value. Also, JM's expertise with the US dental market should help the US dental business.

"But first we have to digest what we have so far. We want to make sure Cookson gets the return we promised."

Mr Geoff Allum, analyst at Morgan Grenfell, said no reason why the move would be missed. "With a good management team and a high market share you can make it in. I can't see why it is stop them taking Europe by storm."

### NEWS DIGEST

#### Recovery continues at Storm

Storm Group, the USM-traded multi-media company, continued its recovery during the second half of 1993 and ended the 12 months with pre-tax profits amounting to £122,000, compared with losses of £11m restated in accordance with FRS 8.

The directors said they intended to maintain a capital reorganisation which would allow the group "to raise money paying dividends as soon as possible".

Turnover fell from £6.04m to £5.23m but there were operating profits of £31,000 (£2,03m losses), after much lower exceptional items of £107,000, against £2,05m.

The pre-tax figure was higher than last year's of £13,000.

Earnings per share were 2.8p against losses of 11.1p last year.

Directors said that during 1993 there was an encouraging return to sales of the group's television portfolio and interest in a number of its character properties.

The production facilities studio also contributed to profits, they added, with two series completed during the year.

#### Brooks Service back in the black

In spite of fierce competition that led to price reductions in many areas, Brooks Service Group, the textile rental and retail services company, swung from losses of £292,000 to profits of £233,000 pre-tax for the year to December 25.

Turnover was marginally lower at £23.3m (£24.2m) but operating charges were not £248,000 (£258,000).

Earnings per share emerged at 3.15p (losses 1.76p) and a proposed final dividend of 1.5p makes a total of 1.5p (nil).

Although trading conditions remained difficult there were "encouraging" signs in many areas. The company had "laid a good foundation" for improved profitability.

Year-end gearing was reduced to 48 per cent (50 per cent).

The shares closed 12p higher at 152p, down 74p.

#### Ipeco declines 29% to £2.35m

Ipeco Holdings suffered a 29 per cent fall in 1993 pre-tax profits. The aviation and defence industry supplier reported the decline on poor conditions in the civil aerospace sector.

After restructuring costs of

#### Swallowfield 22% ahead in £1.63m

Swallowfield, the medical and cosmetics manufacturer, announced 22 per cent growth in pre-tax profits, from £1.28m to £1.57m for the year to December 31.

The advance was achieved on turnover ahead 23 per cent to £28.6m (£23.2m). Mr Terry Organ, chairman, said that with the current level of inflation it had been difficult to increase prices and the result reflected a rise in unit sales and improved efficiency.

Earnings per share rose to 9.6p (7.3p) and a proposed final dividend of 3p lifts the total from 4.4p to 5.2p.

#### Faber Prest joint venture in Singapore

Faber Prest, the industrial and distribution service group, has entered the growing Asian market with the acquisition of a 45 per cent stake in a subsidiary of Hui Hai Singa.

Faber has also entered a joint venture agreement with Hui Hai AS Steelworks.

Ostrava, the largest steel producer in the Czech Republic. The agreement establishes the company as a leading supplier of specialist steel products in that country.

In addition, BHP Iron Steel, to whom full steel mill services are provided, has approved in principle an increase in activities and an extension of the existing agreement term to the year 2008.

#### BP sells interest in Hukurangi estate

British Petroleum has agreed to sell its interest in the Hukurangi forest estate in New Zealand to Fletcher Challenge, its joint partner in the venture, for \$71m (£48.6m).

BP's interest, comprising 35,800 acres, is out of a total of 88,000 of radiata pine. The sale is scheduled for completion on April 29.

#### One-off items hit Estates & Agency

A number of one-off items left pre-tax profits at Estates & Agency Holdings, the property investment company, lower at £283,000 for the six months to December 31, against £416,000.

The company said that costs relating to the sale of a site in Plymouth, offset by non-recurring income, net operating profits by £24,000 to £24,000.

The sale resulted in an exceptional credit of £11,000 being the net surplus over the net deficit.

Gross income was £2.65m (£2.48m). Earnings per share came out at 3.94p (6.89p). The interim dividend is raised to 5.1p (4.1p).

### Britain's Ethnic Businesses

The survey will report on the important contribution made to the economy by ethnic minority businesses in the United Kingdom. It will examine how their future prospects will be affected by competition at home and abroad, and how they are responding to the challenges of economic revival in the UK.

For more information on editorial content and details of advertising opportunities available in this survey, please contact:

ANTHONY G HAYES  
Tel: 021 454 0822 Fax: 021 455 0859  
FT Surveys

### The Seoul Asia Index Trust

International Depositary Receipts  
Evidencing Certificates in respect of 1,000 Units in the Trust

NOTICE IS HEREBY GIVEN to Holders of the Seoul Asia Index Trust, that the Trust has been established in the Republic of Korea pursuant to the Seoul Asia Index Trust Act of 1993, and that the Trust is now open for business.

Payments of Coupon No 4 of the International Depositary Receipts, will be made on or after May 2, 1994 against presentation of the Coupons to the Depositary or to one of the Depositary Agents listed below, (in the case of Holders of bearer IDRs), or (in the case of Holders of registered IDRs) to the Holders of the Depositary is established in the Register on the Record Date - March 31, 1994.

Chase Manhattan Bank Luxembourg S.A.  
5 Boulevard de la Liberté, Luxembourg  
DEPOSITARY AGENTS  
The Chase Manhattan Bank N.A.  
Woolgate House, Coleman Street  
London EC2P 2HD

Chase Manhattan Bank (Switzerland) Ltd.  
85 Rue de la Gare, CH-1201 Geneva, Switzerland  
Chase Manhattan Bank (Singapore) Ltd.  
40 Raffles Place, Singapore 048615

The interest of the Trust, payable, in respect of Coupons presented to an Agent of the Depositary by the Close of Business on April 29, 1994 shall be the net proceeds of the sale of the amount of Won for US dollars at the prevailing telegraphic transfer rate of US dollars for Won as quoted by a foreign exchange bank in Korea on the day on which the relevant Coupon is presented.

The dividend proceeds will be distributed to IDR holders in proportion to their respective interests and after the deduction of all taxes and fees, charges, duties and expenses of the Depositary.

All Coupon holders are required to submit the name and address of a bank in New York and a US dollar account number for payment, or an address for which payment should be sent by US dollar cheque.

All holders residing in a country having a double taxation treaty with the Republic of Korea may obtain payment at a lower rate of the Korean non-resident withholding tax, on condition they furnish to either the Depositary or through one of the designated Depositary Agents, a certificate showing their residence, together with a copy of the Certificate of Incorporation, or, for individuals, a copy of their passport. These documents are requested by the Korean Internal Tax Administration Office as evidence of residence.

Without such proof of residence, the full tax rate of 26.675 per cent, Korean non-resident withholding tax will be retained.

All documents should be submitted to the Depositary or a Depositary Agent by April 29, 1994.

Chase Manhattan Bank Luxembourg S.A.  
as Depositary

### ROSY BLUE FINANCE S.A.

(a member of the Rosy Blue Group of Companies  
with its registered office at Luxembourg)

### PRIVATE PLACEMENT

YEN 1,000,000,000  
The Bearer Bonds of 1994 - 2004  
AND  
USD 100,000,000  
The Bearer Bonds of 1994 - 2004

Arranged by  
ABN AMRO Bank (LUXEMBOURG) S.A.

Fiscal and Paying Agent:  
ABN AMRO Bank (LUXEMBOURG) S.A.

Advisor to the Issuer:  
ABN AMRO Bank, ANTWERP DIAMOND BRANCH

ABN-AMRO Bank  
APRIL 1994

### THE SCOTTISH EASTERN INVESTMENT TRUST plc

(Incorporated in Scotland under the Companies Act 1968 to 1972)  
Placing of £50,000,000 8% per cent  
Debenture Stock 2024 at 101 1/2 per cent

Application may be made to the London Stock Exchange for the whole or part of the above Stock (the "New Stock") to be admitted to the Official List.

The New Stock being issued will be secured by a first floating charge (the "Floating Charge") upon all of the property (including uncalled capital) which may from time to time be comprised in the property and undertaking of the Company. The Floating Charge will rank pari passu in point of security with the floating charges which the Company has already granted.

Copies of the Listing Particulars relating to the New Stock may be obtained during normal business hours on any weekday (Saturdays and Public Holidays excepted) for 14 days from the date of this notice from:

Cazenove & Co. The Scottish Eastern Investment Trust plc  
15 Abchurch Lane, 20 Castle Terrace,  
London, EC4N 3AN, Edinburgh EH1 2ES

Copies of the Listing Particulars will also be available for 2 business days from the date of this notice from the Company's Announcements Office, the London Stock Exchange, London EC2.

15th April 1994

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Petroleum Argus  
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### ENGELS - HOLLANDSE BELEGINGS TRUST N.V.

(English and Dutch Investment Trust)  
Established in 1961

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Shareholders will be held on Thursday 19th April 1994 at 10.00 hours at the offices of the Company, Keizersgracht 674, Amsterdam.

Shareholders wishing to attend the General Meeting of the Company must deposit their shares not less than seven days before the Meeting with Hollandse Koopmansbank N.V., Keizersgracht 1, Utrecht or with Hill Bank Limited, 45 Beech Street, London EC2P 2LX. A deposit certificate will be issued to such shareholders which, upon surrender, will entitle them to vote at the Meeting.

Holders of shares registered with the Company in its Shareholders' Register must inform the Board of Managing Directors in writing at least four days prior to the Meeting that they intend to attend the Meeting in person or by proxy.

Holders of Participation Certificates issued by Royal Exchange Assurance who wish to attend and vote at the Meeting must notify the Trustee Department of Royal Exchange Assurance, 155 Bishopsgate, London EC2M 3JF at least five days before the Meeting.

Royal Exchange Assurance is prepared to issue a power of attorney for the same number of shares held in trust as the Shareholders shall have deposited with Royal Exchange Assurance.

Copies of the Annual Report and Resolutions for the year ended 31st December 1993 and of the Resolutions to be put before the Meeting will be available at the offices of the above.

By order of the Board  
Hollandse Koopmansbank N.V.  
Management  
W. Michels  
Amsterdam  
15th April 1994











**INVESTMENT TRUSTS - Cont.**

صبرنا من الازل



**LEISURE & HOTELS - Cont.**

## ON INTEGRATED

**PROPERTY - Cont.****SPIRITS, WINES & CIDERS****TRANSPORT - Cont.**[illegible]

172	-1	174	102	23
189	2	200	105	77

2.0 22.5  
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4.9

	Trafalgar Park	100	-	100	91
2.4	Trencherwood	20	+1	20	16

Notes	Price	+ or -	High	Low
100	1.10	-1	1.10	1.10

City	Time	TV	Radio	Phone	Address	Notes
1. New York	10:00	10:00	10:00	10:00	10:00	10:00
2. Los Angeles	10:00	10:00	10:00	10:00	10:00	10:00
3. Chicago	10:00	10:00	10:00	10:00	10:00	10:00
4. Houston	10:00	10:00	10:00	10:00	10:00	10:00
5. Phoenix	10:00	10:00	10:00	10:00	10:00	10:00
6. San Antonio	10:00	10:00	10:00	10:00	10:00	10:00
7. Dallas	10:00	10:00	10:00	10:00	10:00	10:00
8. San Diego	10:00	10:00	10:00	10:00	10:00	10:00
9. San Jose	10:00	10:00	10:00	10:00	10:00	10:00
10. Portland	10:00	10:00	10:00	10:00	10:00	10:00
11. Seattle	10:00	10:00	10:00	10:00	10:00	10:00
12. Denver	10:00	10:00	10:00	10:00	10:00	10:00
13. Salt Lake City	10:00	10:00	10:00	10:00	10:00	10:00
14. Albuquerque	10:00	10:00	10:00	10:00	10:00	10:00
15. Santa Fe	10:00	10:00	10:00	10:00	10:00	10:00
16. Las Vegas	10:00	10:00	10:00	10:00	10:00	10:00
17. Reno	10:00	10:00	10:00	10:00	10:00	10:00
18. Sacramento	10:00	10:00	10:00	10:00	10:00	10:00
19. San Francisco	10:00	10:00	10:00	10:00	10:00	10:00
20. Oakland	10:00	10:00	10:00	10:00	10:00	10:00
21. Berkeley	10:00	10:00	10:00	10:00	10:00	10:00
22. San Jose	10:00	10:00	10:00	10:00	10:00	10:00
23. San Francisco	10:00	10:00	10:00	10:00	10:00	10:00
24. San Francisco	10:00	10:00	10:00	10:00	10:00	10:00
25. San Francisco	10:00	10:00	10:00	10:00	10:00	10:00

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NAME	DIS. #	STREET	CITY	STATE	ZIP
Strom					
Strom & Vito					
Strom & Vito					

2.3	210	Model	Price	—	—	—	—
2.0	0	Astra 8 814	8134	—	—	—	—
2.7	189			—	—	—	—

[illegible]

1.7	17.5	27.0	30.0
4.4	4.4	7.3	7.5
1.7	1.7	1.7	1.7

lowest are based on 10-day mid- prices.

16.7	4.8	28.3			
17.1	4.8	28.3			
18.4	4.4	9.8			
18.7	4.4	9.8			
20.1	5.2	12.1			
21.8	5.0	13.2			
22.5	5.0	13.2			
23.1	5.0	13.2			
24.1	5.0	13.2			
25.0	5.0	13.2			
25.8	5.0	13.2			
26.8	5.0	13.2			
27.4	5.0	13.2			
28.1	5.0	13.2			
28.8	5.0	13.2			
29.4	5.0	13.2			
30.1	5.0	13.2			
30.8	5.0	13.2			
31.4	5.0	13.2			
32.1	5.0	13.2			
32.8	5.0	13.2			
33.4	5.0	13.2			
34.1	5.0	13.2			
34.8	5.0	13.2			
35.4	5.0	13.2			
36.1	5.0	13.2			
36.8	5.0	13.2			
37.4	5.0	13.2			
38.1	5.0	13.2			
38.8	5.0	13.2			
39.4	5.0	13.2			
40.1	5.0	13.2			
40.8	5.0	13.2			
41.4	5.0	13.2			
42.1	5.0	13.2			
42.8	5.0	13.2			
43.4	5.0	13.2			
44.1	5.0	13.2			
44.8	5.0	13.2			
45.4	5.0	13.2			
46.1	5.0	13.2			
46.8	5.0	13.2			
47.4	5.0	13.2			
48.1	5.0	13.2			
48.8	5.0	13.2			
49.4	5.0	13.2			
50.1	5.0	13.2			
50.8	5.0	13.2			
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57.4	5.0	13.2			
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71.4	5.0	13.2			
72.1	5.0	13.2			
72.8	5.0	13.2			
73.4	5.0	13.2			
74.1	5.0	13.2			
74.8	5.0	13.2			
75.4	5.0	13.2			
76.1	5.0	13.2			
76.8	5.0	13.2			
77.4	5.0	13.2			
78.1	5.0	13.2			
78.8	5.0	13.2			
79.4	5.0	13.2			
80.1	5.0	13.2			
80.8	5.0	13.2			

## TRAVEL & HOTELS

On other Page 5	39	106
Gallatin CS	38-1	*177 1

171.6	0.8	14.1	Parkside Intl	112	128	1
			7400 CPM	230	250	2

102.2	3.8	19.6	Lloyds Chemicals, PLC	346ml	1-2	22.88
102.4	3.3	22.1	NAV	346ml	1-2	22.88

400.8	2.9	11.4	British Airways Type 1	425	-14	100
38.7	4.0	-	Cap 914pc Civ	157	-51	25
33.2	2.2	74.6		88	-31	12

1988	630.8	49	-	This service is provided to companies traded in the United Kingdom for a fee subject to the Editor's discretion.
	2,838	38	¢	

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Daily dealing prices are set on the basis of the  
Regulatory Organization,  
Central Point,

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Daily dealing prices are set on the basis of the  
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## Money Market Trust Funds

100



WORLD STOCK MARKETS

EUROPE

AUSTRIA (Apr 14/15)

Index	14/15	14/15
ATX	1,880	+10.2
ATX 100	1,880	+10.2
ATX 200	1,880	+10.2
ATX 300	1,880	+10.2
ATX 400	1,880	+10.2
ATX 500	1,880	+10.2
ATX 600	1,880	+10.2
ATX 700	1,880	+10.2
ATX 800	1,880	+10.2
ATX 900	1,880	+10.2
ATX 1000	1,880	+10.2

BELGIUM (Apr 14/15)

Index	14/15	14/15
BEI	2,880	+10.2
BEI 100	2,880	+10.2
BEI 200	2,880	+10.2
BEI 300	2,880	+10.2
BEI 400	2,880	+10.2
BEI 500	2,880	+10.2
BEI 600	2,880	+10.2
BEI 700	2,880	+10.2
BEI 800	2,880	+10.2
BEI 900	2,880	+10.2
BEI 1000	2,880	+10.2

GERMANY (Apr 14/15)

Index	14/15	14/15
DAX	3,880	+10.2
DAX 100	3,880	+10.2
DAX 200	3,880	+10.2
DAX 300	3,880	+10.2
DAX 400	3,880	+10.2
DAX 500	3,880	+10.2
DAX 600	3,880	+10.2
DAX 700	3,880	+10.2
DAX 800	3,880	+10.2
DAX 900	3,880	+10.2
DAX 1000	3,880	+10.2

FRANCE (Apr 14/15)

Index	14/15	14/15
CAC	4,880	+10.2
CAC 100	4,880	+10.2
CAC 200	4,880	+10.2
CAC 300	4,880	+10.2
CAC 400	4,880	+10.2
CAC 500	4,880	+10.2
CAC 600	4,880	+10.2
CAC 700	4,880	+10.2
CAC 800	4,880	+10.2
CAC 900	4,880	+10.2
CAC 1000	4,880	+10.2

ITALY (Apr 14/15)

Index	14/15	14/15
FTSE	5,880	+10.2
FTSE 100	5,880	+10.2
FTSE 200	5,880	+10.2
FTSE 300	5,880	+10.2
FTSE 400	5,880	+10.2
FTSE 500	5,880	+10.2
FTSE 600	5,880	+10.2
FTSE 700	5,880	+10.2
FTSE 800	5,880	+10.2
FTSE 900	5,880	+10.2
FTSE 1000	5,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	6,880	+10.2
AEX 100	6,880	+10.2
AEX 200	6,880	+10.2
AEX 300	6,880	+10.2
AEX 400	6,880	+10.2
AEX 500	6,880	+10.2
AEX 600	6,880	+10.2
AEX 700	6,880	+10.2
AEX 800	6,880	+10.2
AEX 900	6,880	+10.2
AEX 1000	6,880	+10.2

SPAIN (Apr 14/15)

Index	14/15	14/15
IBEX	7,880	+10.2
IBEX 100	7,880	+10.2
IBEX 200	7,880	+10.2
IBEX 300	7,880	+10.2
IBEX 400	7,880	+10.2
IBEX 500	7,880	+10.2
IBEX 600	7,880	+10.2
IBEX 700	7,880	+10.2
IBEX 800	7,880	+10.2
IBEX 900	7,880	+10.2
IBEX 1000	7,880	+10.2

FINLAND (Apr 14/15)

Index	14/15	14/15
HEX	8,880	+10.2
HEX 100	8,880	+10.2
HEX 200	8,880	+10.2
HEX 300	8,880	+10.2
HEX 400	8,880	+10.2
HEX 500	8,880	+10.2
HEX 600	8,880	+10.2
HEX 700	8,880	+10.2
HEX 800	8,880	+10.2
HEX 900	8,880	+10.2
HEX 1000	8,880	+10.2

SWEDEN (Apr 14/15)

Index	14/15	14/15
OMX	9,880	+10.2
OMX 100	9,880	+10.2
OMX 200	9,880	+10.2
OMX 300	9,880	+10.2
OMX 400	9,880	+10.2
OMX 500	9,880	+10.2
OMX 600	9,880	+10.2
OMX 700	9,880	+10.2
OMX 800	9,880	+10.2
OMX 900	9,880	+10.2
OMX 1000	9,880	+10.2

PORTUGAL (Apr 14/15)

Index	14/15	14/15
BVL	10,880	+10.2
BVL 100	10,880	+10.2
BVL 200	10,880	+10.2
BVL 300	10,880	+10.2
BVL 400	10,880	+10.2
BVL 500	10,880	+10.2
BVL 600	10,880	+10.2
BVL 700	10,880	+10.2
BVL 800	10,880	+10.2
BVL 900	10,880	+10.2
BVL 1000	10,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	11,880	+10.2
AEX 100	11,880	+10.2
AEX 200	11,880	+10.2
AEX 300	11,880	+10.2
AEX 400	11,880	+10.2
AEX 500	11,880	+10.2
AEX 600	11,880	+10.2
AEX 700	11,880	+10.2
AEX 800	11,880	+10.2
AEX 900	11,880	+10.2
AEX 1000	11,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	12,880	+10.2
AEX 100	12,880	+10.2
AEX 200	12,880	+10.2
AEX 300	12,880	+10.2
AEX 400	12,880	+10.2
AEX 500	12,880	+10.2
AEX 600	12,880	+10.2
AEX 700	12,880	+10.2
AEX 800	12,880	+10.2
AEX 900	12,880	+10.2
AEX 1000	12,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	13,880	+10.2
AEX 100	13,880	+10.2
AEX 200	13,880	+10.2
AEX 300	13,880	+10.2
AEX 400	13,880	+10.2
AEX 500	13,880	+10.2
AEX 600	13,880	+10.2
AEX 700	13,880	+10.2
AEX 800	13,880	+10.2
AEX 900	13,880	+10.2
AEX 1000	13,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	14,880	+10.2
AEX 100	14,880	+10.2
AEX 200	14,880	+10.2
AEX 300	14,880	+10.2
AEX 400	14,880	+10.2
AEX 500	14,880	+10.2
AEX 600	14,880	+10.2
AEX 700	14,880	+10.2
AEX 800	14,880	+10.2
AEX 900	14,880	+10.2
AEX 1000	14,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	15,880	+10.2
AEX 100	15,880	+10.2
AEX 200	15,880	+10.2
AEX 300	15,880	+10.2
AEX 400	15,880	+10.2
AEX 500	15,880	+10.2
AEX 600	15,880	+10.2
AEX 700	15,880	+10.2
AEX 800	15,880	+10.2
AEX 900	15,880	+10.2
AEX 1000	15,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	16,880	+10.2
AEX 100	16,880	+10.2
AEX 200	16,880	+10.2
AEX 300	16,880	+10.2
AEX 400	16,880	+10.2
AEX 500	16,880	+10.2
AEX 600	16,880	+10.2
AEX 700	16,880	+10.2
AEX 800	16,880	+10.2
AEX 900	16,880	+10.2
AEX 1000	16,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	17,880	+10.2
AEX 100	17,880	+10.2
AEX 200	17,880	+10.2
AEX 300	17,880	+10.2
AEX 400	17,880	+10.2
AEX 500	17,880	+10.2
AEX 600	17,880	+10.2
AEX 700	17,880	+10.2
AEX 800	17,880	+10.2
AEX 900	17,880	+10.2
AEX 1000	17,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	18,880	+10.2
AEX 100	18,880	+10.2
AEX 200	18,880	+10.2
AEX 300	18,880	+10.2
AEX 400	18,880	+10.2
AEX 500	18,880	+10.2
AEX 600	18,880	+10.2
AEX 700	18,880	+10.2
AEX 800	18,880	+10.2
AEX 900	18,880	+10.2
AEX 1000	18,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	19,880	+10.2
AEX 100	19,880	+10.2
AEX 200	19,880	+10.2
AEX 300	19,880	+10.2
AEX 400	19,880	+10.2
AEX 500	19,880	+10.2
AEX 600	19,880	+10.2
AEX 700	19,880	+10.2
AEX 800	19,880	+10.2
AEX 900	19,880	+10.2
AEX 1000	19,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	20,880	+10.2
AEX 100	20,880	+10.2
AEX 200	20,880	+10.2
AEX 300	20,880	+10.2
AEX 400	20,880	+10.2
AEX 500	20,880	+10.2
AEX 600	20,880	+10.2
AEX 700	20,880	+10.2
AEX 800	20,880	+10.2
AEX 900	20,880	+10.2
AEX 1000	20,880	+10.2

NETHERLANDS (Apr 14/15)

Index	14/15	14/15
AEX	21,880	+10.2
AEX 100	21,880	+10.2
AEX 200	21,880	+10.2
AEX 300	21,880	+10.2
AEX 400	21,880	+10.2
AEX 500	21,880	+10.2
AEX 600	21,880	+10.2
AEX 700	21,880	+10.2
AEX 800	21,880	+10.2
AEX 900	21,880	+10.2
AEX 1000	21,880	+10.2

NETHERLANDS (Apr 14/15)

22.80	1.5	same
1.32	1.5	same
5.00	1.0	same
187	1.5	same
1.30	—	same
46	2.5	same
551	1.5	same
100	—	same
180	1.4	same
175	1.4	same
200	—	same
180	0.9	same
287	0.7	same



## 4 day class April 11-14

هكذا من الاعمال



**NASDAQ NATIONAL MARKET**[illegible]

4 pm close April 1st

[illegible]

**FINANCE** ... with something for everyone

**-X-Y-Z-**



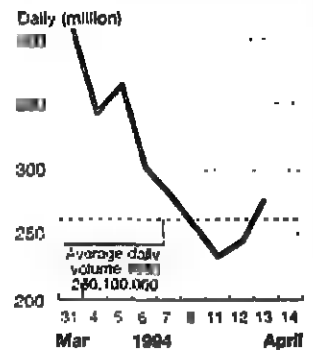
AMERICA  
US stocks  
overcome  
Mideast jitters

## Wall Street

US stocks rose slightly yesterday morning after recovering from a low over US relations with Iraq and a early round of program selling, writes *McGurty in New York*.

By 1 pm, the Dow Jones Industrial Average was 3,966.83, while the more broadly based S&P 500 edged 0.37 higher to 446.63. In the secondary mar-

## NYSE volume



kets, the American SE composite was virtually unchanged at 427.96, and the Nasdaq composite added 2.36 to 727.38.

Stocks opened with investors rattled by erroneous reports of hostile fire downing two US helicopters in northern Iraq. When it emerged that the aircraft were shot down accidentally by US forces, the market reversed course and pushed into positive territory.

A parallel recovery by bonds was a help, and a small gain in weekly claims for state unemployment benefits was no impediment. Most investors, however, were sitting put ahead of today's important cut in industrial production and capacity utilisation.

Among individual issues, Johnson outperformed the Dow industrials thanks to an upgrading by Salomon Brothers. The stock climbed \$2.75 to \$54.75.

## EUROPE

## Bundesbank rate cuts fails to give bourses a lift

An unexpected rate from the Bundesbank did battle yesterday with falling bond prices in Europe and the US, and the bond prices fell.

Mr Joe Rooney, European equity strategist at Lehman Brothers in London, said that the cuts were little, and came too late to help bourses which were then, responded momentarily and then waited for New York to open.

Sentiment was then shaken by a story that Iraq had shot down two US helicopters; the later news that they might have been shot down, by mistake, by US fighters did little to improve matters.

However, said Mr Rooney, Lehman was still happier about bourse prospects than it was at the turn of the year. "A number of risks," he said, "have been removed."

Long bond yields have risen, he said, but faster than the market expected; Lehman expects them to decouple from their US counterparts, helped by falling inflation in countries like Germany. Further, the border selling of European equities this year suggests that the aggressive position taken at the end of last year is unwound.

FRANKFURT'S Dax index,

recovered a token 1 point on the interest rate cuts and then lost them again. The lead indicator closed the 10,48 down at 2,198.71, and ended the afternoon a mere fraction lower again, at 2,198.24.

German bonds reported profit-taking after the Buba cuts, and were hit by falling US treasury when the Iraq helicopter story appeared. Equities, said traders, had no option but to follow suit.

Turnover from DM3.3bn to DM3.5bn, were preoccupied once again with the potential collapse of the Jürgen Schneider property empire, and the repercussions on their loan ratings.

Deutsche Bank, said to be the biggest lender to the company, another DM12.70 to DM782.80; yet Commerzbank, thought to have relatively little exposure, dropped proportionately from DM7.50 to DM3.53.

The sector as a whole was weak, and construction stocks also seemed to be with Bfingler & Berger down at DM8.89, and Holzmann lower at DM9.20.

Elsewhere, interest continued in special situations, with PWA up another DM7 to DM240, Kugelfischer by DM8 more to DM248 and Mann & Thysen, on their diversification into the telephone business, by DM10.00 to DM460.50, and DM4.50 to DM47.50 respectively.

## FT-SE Actuaries

Apr 14		Apr 13		Apr 12		Apr 11		Apr 8		Apr 7	
Hourly changes	10.30	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00
FT-SE 100	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02	1467.02
FT-SE 250	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32	1481.32

man and Thyssen, on their diversification into the telephone business, by DM10.00 to DM460.50, and DM4.50 to DM47.50 respectively.

German slipped back after the healthier economic picture. Lyonnaise des Eaux-Dumez improved from 17.00 to 17.10, announcing a satisfactory 1993 results, and a FFri rise in the dividend to FF11.

AMSTERDAM concentrated on international stocks as the AEX index slipped 0.39 to 423.89, up from a session low of 420.72.

Internatio-Mueller, the transport and trading group, pleased the market with 1993 results and its forecast of a further improvement in the current year and the shares put on F15.50 to F18.70.

One of the day's biggest winners was in Hagemeyer, the international trading group, whose major shareholder is First Pacific of Hong Kong. The shares gained F17.20 to F147, but were said to be thin.

ZURICH was unimpressed by

its larger than expected, 50 basis point cut in the discount rate to 3.50 per cent and the SMI index fell 34.0 to 2,943.7, near its low for the day.

Mr Frederick Hasslaier, at Bank Sal Oppenheim said that the subdued response to the rate cut was a further indication that Zurich had failed to decouple from US trends.

At home, said Mr Hasslaier, investors were waiting for Tuesday's results from Roche, which has held up better than most during the correction. While the figures would be good, there were worries that investors might decide that the time has arrived to sell strength and switch to Germany. Roche certificates fell SF90 to SF77.75.

Among cyclical, Sulzer fell SF20 to SF19.50 in spite of the group's announcement that it expects increased profits in the current year.

MILAN continued to attract huge demand from individual domestic investors, adding to the capacity problems of the already pressured electronic trading system. The Comit index eased from 787.12, although the real time index registered a gain over the session of 1.4 per

cent. Fiat propelled the market higher, rising L197 to 3.1 per cent to L6,500 amid continuing speculation that the group plans a big asset sale or some other corporate development.

A L134 or 5.1 per cent rise to L2,377 by Cir was attributed to the stock's recent underperformance. Olivetti added L118 or 4.3 per cent to L2,880.

MADRID added non-resident selling and the threat of political scandal to broader concerns, and the general index fell 0.1 to 321.64. Mr Mariano Rubio appears before congress today to answer questions concerning his personal financial affairs while he governed the Bank of Spain.

WARSAW fell 6.7 per cent, but this was better than analysts had been expecting after the authorities imposed a 10 per cent price limit on Tuesday. The WIG index closed at a provisional 9,930.4, as turnover tripled.

ISTANBUL rallied 3.9 per cent in heavy trade, adding to Wednesday's 2.6 per cent gain. The composite index put at 1,344.86 to 22,104.32.

Written and edited by *McGurty*, *McGurty* and *McGurty*.

Morgan

## ASIA PACIFIC

## Nikkei eases back after renewed political wrangling

## Tokyo

Continued political wrangling over the selection of a new prime minister, the New Harbinger Party, on the coalition's left wing, yesterday refused to enter negotiations.

Analysts said that investors would be reluctant to return to the stock market while the political situation remained fluid.

Volume totalled 388.5m shares against 389m the previous day. The Nikkei 225 average fell 73.21 to 19,987.20 after a low of 19,847.97 and a high of 20,169.13. Shares fell in the morning, before rising later.

Traders said that investors were still worried by the political situation which has failed to stabilise. Although the seven coalition parties seemed to be in accord in backing Mr

Tsutomu Hata, the foreign minister, as the next prime minister, the New Harbinger Party, on the coalition's left wing, yesterday refused to enter negotiations.

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Traders said that investors were still worried by the political situation which has failed to stabilise. Although the seven coalition parties seemed to be in accord in backing Mr

Tsutomu Hata, the foreign minister, as the next prime minister, the New Harbinger Party, on the coalition's left wing, yesterday refused to enter negotiations.

most active issue, rising Y7 to Y273 and Navis Line gaining Y8 to Y372.

Automobile companies and component manufacturers were higher on expectations of increased domestic and US sales. Nissan Motor gained Y14 to Y870 and Kayaba Industry jumped Y30 to Y870.

Profit-taking depressed high-technology issues: NEC fell Y20 to Y1,330 and Fujitsu lost Y10 to Y1,030.

Oils were higher on hopes of higher earnings due to economic recovery with Tokyo Oil rising Y16 to Y755 and Nippon Oil gained Y2 to Y727. In Osaka, the OSE average rose 103.18 to 22,291.40 in volume of 14.7m shares.

High-technology shares bought, with Konami, the

maker, rising Y120 to Y3,600. However, Nintendo fell Y140 to Y1,900 on profit-taking.

Roundup

Overseas influences affected a number, but not all of the markets in the region. Bombay, Bangkok and Jakarta were closed for holidays.

HONG KONG took profits and the Hang Seng index lost 153.13, or 1.8 per cent, to 8,400.83, after a high of 8,555.55 to 8,555.55.

Property and financial stocks led the way down, with the Dow Jones Industrial Average down 1.11m shares as the Nikkei composite index shed 8.15, or 0.1 per cent, to 1,021.30.

SEOUL tried to rise on hopes of a revision in a law allowing listed companies to buy back

their own equity. But it fell 0.11m shares and the composite index ended just 1.19 higher at 1,021.30.

JAKARTA managed to retain foreign buying interest and the JKSE index, which was a low for the year on Monday, recovered 0.11m shares to 1,021.30.

MANILA detached from Wall Street once again as the composite index advanced 63.79, or 2.4 per cent, to 2,759.50 following Wednesday's 61-point gain, turnover climbing 1.15m shares.

Overnight, PLDT had risen for the second straight day in good volume in New York, up 75 cents higher at 1,021.30 following its 75-cent gain Tuesday.

## German turnover picks up sharply

## By Michael Morgan

Equity trading picked up in Europe during March as most market indices continued their decline and the FT-SE 100 index was down 12.1 per cent lower after its 1.1 per cent fall in February. Mr James Cornish at NatWest Securities says this suggests that selling pressure increased once it became clear that there would be an early let-up in the fall of US Treasury bond prices, which remains the main bearish influence.

Mr Cornish notes the clear involvement of international investors, demonstrated by a 15.2 per cent rise in the volume of European stocks traded on Seaq International, the London screen based system, as a proportion of turnover in continental domestic markets. Seaq trading accounted for 16.1 per cent in February and 15.2 per cent in January.

German turnover showed the largest gain in March, rising by a hefty 21.6 per cent after February's 19.5 per cent decline as the Dax index went against the general trend and registered a 1.2 per cent advance.

## EUROPEAN EQUITIES TURNOVER

## Monthly total in local currencies (£bn)

Bourse	Dec 1993	Jan 1994	Feb 1994	Mar 1994	US \$bn
Belgium	91.60	117.19	95.76	83.75	117.19
France	211.05	219.29	244.82	218.68	219.29
Germany	41,385.5	53,924.0	79,109.6	80,380.0	50.00
Italy	25.40	35.00	32.00	33.10	17.64
Spain	1,287.5	1,521.82	1,400.80	1,491.24	10.07
Switzerland	31.30	39.70	33.90	32.00	22.73
UK	55.79	65.31	59.80	61.14	90.68

Volumes represent purchases and sales. Italian data adjusted to exclude off-market trading. Some figures may be revised. Source: NatWest Securities

Hoare Covett notes that the major sectoral theme in March was the strength of the cyclical sectors, particularly chemicals and motor manufacturers, at the expense of financials. In the case of chemicals, outperformance of almost 1 per cent had reflected generally encouraging earnings and dividends statements and better prospects for 1994; for car-makers, investors continued to anticipate a recovery, although there was little sign of one yet.

Spain's 15.2 per cent rise in March turnover was in sharp contrast to the market's worst last month, when it fell 1.2 per cent. A 6.8 per cent rise in average turnover for the previous three

months suggested that selling pressure was accelerating.

Amsterdam domestic turnover rose 3.4 per cent in March, and 7.5 per cent on the average for the previous three months, as the market fell 5.5 per cent. However, trading in Seaq International of Dutch shares surged 11 per cent, underlining the particular interest in London in Royal Dutch and the other large international companies.

Separately, the Amsterdam stock exchange reported that total trading of equities and bonds reached a new high of F134.6bn in March, taking first quarter turnover to F136.1bn, up 1 per cent

the same 1993 period. The exchange notes that March saw a heavy flow of new share issues, including those from Pakhoed, Pirrell and KLM, while the market was also driven by a hefty 11 per cent of corporate results.

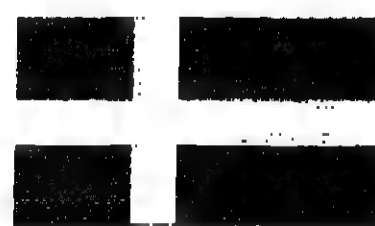
Milan turnover edged 1.6 per cent higher in March to another record after the 48.7 per cent surge the previous month, making it the third heaviest traded European market after Frankfurt and London for the second consecutive month.

Kleinwort notes that the market was surprisingly firm in the run up to the elections, apparently acknowledging the government would be forced to continue the economic policies of the previous administration, what was its political complexion. The telecom shares, a major driving force of the announcement of the restructuring plan for the sector and strong domestic flows were a significant factor.

Zurich and Paris were lower in March, but the sharpest decline was seen in Frankfurt where turnover dipped by 12.5 per cent while the market fell by only 2.7 per cent.

This announcement appears as matter of record only.

DECEMBER 1993



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as represented by the

## BANK SUPPORT AUTHORITY

has successfully completed the evaluation and restructuring of those Swedish Banks which applied for State Support according to Swedish Government Bill 1992/93: 135 Measures for Strengthening the Financial System

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## RECRUITMENT

# Jobs: A fledgling sector is demanding skills that are rare in the present climate of public and private polarisation Carnage of chiefs in Tecs battle is leading to new tactics

Norman Stoller, chairman of a successful, rapidly growing company, admits he made a mistake last year in the selection of a new chief executive for the training and enterprise council of which he is the non-executive chairman.

"We chose the wrong man," says Stoller, whose employer-led Tec, in Oldham, Lancashire, will next month begin advertising the post again.

Oldham Tec is not alone, however, in having trouble recruiting the chief executives who provide the day-to-day management of Tecs, which are responsible for administering budgets of more than £2 billion in delivering government funded training and fostering enterprise in their localities.

Figures disclosed this week by the department of employment show that since April 1990, when the first Tecs were set up by the department of employment, 36 of the original 84 chief executives have left their posts.

It is an extraordinarily high level of turnover, probably unmatched by any sector. Some have been sacked

by their boards, others have left by mutual consent. A substantial number, about 20, who were on secondment from the civil service returned to the department of employment.

In some cases, appointment of executives has been controversial. At Kent Tec, for example, the local county council pulled out of talks on merging the economic development unit with the Tec because its candidate was unsuccessful for the chief executive's job.

Commentators on Tecs might conclude that the part-time volunteers who form the boards - mostly executives - have made poor judgment in their selection of the individuals who many believe are critical to the success of any Tec. Can they do any better in the future they ask?

In time, as they are able to give greater consideration to what sort of management style they want, is the composition of the ranks of managers and recruitment consultants who are currently working with Tecs.

For the job of chief executive of a Tec, as with a number of jobs that are emerging in bodies such as NHS

Hospital Trusts, has no real model. These new jobs, which are growing in number and which have been specifically targeted by a number of recruitment agencies and newspapers, require both the commercial skills of the private sector and knowledge and sensitivity as to how the public sector works.

Because they are spending public money recruits must also expect approval if they demand a luxury car and a high salary. Yet, at the same time they will be asked to demonstrate excellent interpersonal skills with their detractors.

David Howells, an independent recruitment consultant, who has worked extensively with Tecs, says: "The specification is truly demanding. Tec boards need to recruit the Archangel Gabriel, or one of his very henchmen, to do the job. There are a number of people who are truly effective, but their numbers are limited."

An advertisement placed this week for such a post at Northampton Tec, "Ideally, candidates will have broad management experience in industry and commerce, together with public sector

experience, which includes dealing with government departments and agencies".

It is a mixture that is rarely found in the private sector, except perhaps the defence industry, from which some of the most successful Tec executives have been drawn.

An advertisement for an NHS Hospital trust would place similar emphasis on not only a keen understanding of the NHS but also the financial disciplines and skills of the private sector.

Such discipline is still generally lacking according to a government report published this week. It said that many hospital and community trusts were failing to meet government financial targets. Managers had to make a number of changes, including tighter financial reporting regimes, as well as making information about their activities more generally available.

NHS trusts have not yet had the fallout of senior managers experienced by Tecs, but this may only be a matter of time as boards, made up predominantly from the private sector, become more demanding. At present most man-

agers seem to be drawn from staff, mainly from the NHS, so "horrendously complicated", according to Mr Alan Bedford, manager of the Health Training Health Trust.

However, according to Bill Phillips, head of public sector practice at NBS, the recruitment consultants, the NHS trusts will need to give more consideration to the people they recruit in the future. "The NHS is unlikely to generate as many senior managers with the required skills as it needs," he says.

Phillips is bringing in talent from outside. It is how it is done that counts, he says.

So what is to be done? Boards of Tecs argue that progress in their appointments of senior staff will be made as the role of the chief executive becomes clearer, and they become more adept at drawing up job specifications.

Stoller's first appointment at Oldham Tec in April 1990 was a disaster. In the end, he was asked to leave. He was constrained in his recruitment processes. "Tecs should first consider appointing the training agency manager," said the gov-

ernment. If they decided not to do so, the appointment was limited; the salary could be covered by public funds only up to the average of the relevant civil service grade.

Stoller however is not regretful. Indeed, he says, he knows some Tecs which initially appointed chief executives from the private sector only to be disappointed at the results. Some civil servants developed the necessary qualities to run a Tec, others did not. Likewise, private sector people struggled to understand the system.

"In order to get the Tec running we had to understand government rules," he says. "But, people who have run a business from scratch know that it takes one kind of person to get a ball roll and that is not necessarily the same person who will get it rolling faster. There are so many things we are involved in now, including income generation, that the job needs a different type of person."

With the newly defined post (for which last year's highly qualified recruit was unsuccessful) is being openly advertised, there is an internal candidate. This is a route that

recruitment and management consultants may well be taken more frequently.

"Talent may have to be identified and groomed internally," says Mr Paul Hutt, of Hay Management, which has worked with more than 30 Tecs in developing effective management models.

It is a strategy that some NHS trusts are also adopting, bringing in individuals from the private sector at finance director and similar levels, so that they can be acclimatised to the new climate before internal promotion.

Perhaps this form of entry into professions should be encouraged by the growing number of individuals who have moved by the private sector and are considering jobs in these fledgling sectors where there will continue to be a growth in opportunities. For while the traditional view was that there was either a public sector or a private sector mentality, there are now a growing number of jobs that are neither one thing nor the other.

Lisa Wood

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Continuing growth within Citibank Global Asset Management - part of one of the world's largest banking corporations - has created the need for an additional Team Leader to supervise a small, dedicated team.

You will be responsible for the Investment Administration of a number of multi-currency portfolios incorporating Equities, a wide variety of Fixed Income Instruments and derivatives. This will involve close day-to-day liaison with our Fund Managers as well as preparing periodic reporting packages to a high specification. You will also prepare year-end reports for auditors as well as monthly statements for Management Information.

To step up this challenging role, you must have at least five years' similar experience, and currently be working in a supervisory capacity.

In addition to a highly attractive salary package will include a mortgage subsidy and pension, we offer the opportunity of a progressive career in fund management administration.

To apply, please send your career details to:  
Vivian Leach,  
Vice President  
Human Resources,  
Citibank N.A.,  
Citibank House,  
336 Strand,  
London WC2R 1NR.

**CITIBANK**

We are an equal opportunities employer

## Providence Capitol

Providence Capitol is one of the fastest growing financial services groups in the U.K. Over the past seven years assets under management have grown tenfold and are now in excess of £1.5 billion.

Providence Capitol Portfolio Managers, the investment arm of the group, has a stable, committed team of investment professionals and delivered superior investment performance for its clients several years.

## EUROPEAN EQUITIES

Our performance in Continental Europe is outstanding, currently placing us at the top of industry performance tables over 1 and 5 years. This has attracted funds, including hedge fund money, and consequently we now wish to recruit a high calibre analyst to work with our European Portfolio Manager. The successful candidate will be highly numerate and is likely to have several years experience of equities analysis, preferably within Europe.

Each member of our team is self-motivated, energetic, committed to standards of investment excellence and ambitious to deliver fund performance for our clients. We are offering a competitive base salary, bonus, company car and other fringe benefits.

To apply for the position, please write, enclosing a full CV, to:

Talal Shakerchi, European Portfolio Manager,  
Providence Capitol Portfolio Managers Limited,  
2 Bartley Way, Hook, Basingstoke, Hampshire  
RG27 9XA

## PASSIVE FUND MANAGEMENT

The "passive" section of an international fund management firm in the city seeks to add a portfolio manager to its global small companies' team.

Candidates in their late 20s, early 30s with a relevant first degree (MBA an advantage) who are numerate, computer literate, know their way around a database and have some knowledge of computer programming should apply. The candidate will also have experience in managing index funds or general experience in the financial markets. Duties include a range of activities associated with the management of pooled and segregated passive portfolios and client servicing.

A competitive compensation package is offered.

Please send your CV in writing to:

Box B2393, Financial Times,  
One Southwark Bridge, London SE1 9HL



## SCHOOL OF BUSINESS AND ECONOMIC STUDIES

Applications are invited for each of two new Chairs in the School of Business and Economic Studies, created as part of a programme directed towards the development of the School's research and teaching.

### Chair of Economics (Ref: 31/109)

This is the second chair within the Economics Division of the School, and the post is open to candidates with a strong record of research and publication in applied economics, which is broadly defined to include economic policy and applied econometrics. Applicants should have interests that relate to those of other divisions within the School - Industrial and Labour Studies, Economic and Social History, Accounting and Finance, and Management - and/or other social sciences. Preference may be given to those with interests in the areas of industrial and labour economics.

### Chair of Management (Ref: 31/110)

This is the third chair within the Management Division of the School, and the post is open to candidates with a strong record of research and publication in any fields of management which relate to the School's central strategic concerns. Within this broad specification, preference may be given to candidates who can offer research leadership and vision within the range of fields covering operations, manufacturing and strategic systems analysis. An international orientation to research would be an additional advantage, as would interests relating to business process re-engineering.

Informal enquiries about the Chair of Economics may be made to Professor John Chatterjee (tel: 0532 334500) or Professor Malcolm Sawyer (tel: 0532 334465), and about the Chair of Management to Professor Jim Lynch (tel: 0532 332066). The salary in each case will be within the non-clinical professional scale.

The University of Leeds is an Equal Opportunities employer. Women and members of ethnic minorities are under-represented in the University in posts at this level and the University would therefore particularly welcome applications from members of such groups whilst, however, affirming that the appointment will be made entirely on merit.

Further particulars may be obtained from (Mrs) M.D. Wheeler, Personnel Director, Office of the Registrar, The University of Leeds, Leeds LS2 9JT, UK, tel: 0532 335775 (direct line) quoting the appropriate reference number.

The closing date for applications is Wednesday, 11 May 1994.

## EUROPEAN MANAGER

MAAR, the leading international provider for the global managed derivatives market, is seeking an experienced financial industry professional to act as the first point of contact for European clients.

The person will be responsible for a wide range of duties including MAAR's monthly newsletter, quarterly reports on the performance of derivatives instruments and economic data products covering interest rate and equity funds.

- Specifically the European manager's duties will include:
  - Sales of MAAR products by telephone, personal visit and demonstration
  - Information gathering through frequent contact with European clients and European media
  - Contributing to the development of MAAR publications and conferences
  - Public relations
  - Customer retention and support

The ideal candidate will be a self-starter, flexible with managed derivatives and equity funds, have a wide range of relevant contacts and present strong ability. Fluency in French and/or German would be a definite advantage. A competitive salary linked to relevant experience, upside and performance will be offered.

The European Operations Manager will be based in London, but will report to the New York-based Managing Director of MAAR Inc.

In the first instance please send your CV, to David Simon, Vice President, MAAR Inc., Park House, Park Terrace, Worcester Park, Surrey KT2 7DT or call him on 071-822 9977.

**MAAR**

## INDUSTRIAL HIRE PURCHASING/LEASING

NEW BUSINESS EXECUTIVE

CREDITANSTALT LTD, a subsidiary of CREDITANSTALT, Austria's leading bank, requires a NEW BUSINESS EXECUTIVE.

Our focus is on public quoted groups and long private companies and is operated from Glasgow and Sunningdale. Total HP/Lease portfolio in excess of £100m and has been consistently profitable. Further controlled growth is planned.

### THE APPLICANT

The successful candidate will ideally be aged 30 and be currently involved in direct sales. He/she will therefore have substantial wide experience with senior corporate decision-takers in a range of capital intensive industries including Contract Hire and will be expected to make an early contribution to profits. Individual profit centre responsibility will be given. Extensive UK travel will be involved.

### THE REWARDS

The total remuneration package, inclusive of a performance related bonus, car and other usual benefits will be sufficient to attract experienced candidates of the highest calibre who wish to build a business by joining a small but dedicated and entrepreneurial team of professionals.

Candidates must write a full CV to:

Mike Beauchamp  
Creditanstalt-Bankverein  
11th Floor  
125 London Wall  
London EC2Y 5DD



**CREDITANSTALT**

## COMPLIANCE MANAGEMENT

SUN LIFE, with 1993 New Premium Income exceeding £2 billion, is one of the top five Life Assurance Companies in the UK. As such we seek to set and maintain the highest standards of compliance throughout the organisation. Indeed, our philosophy is that being compliant is good business.

As a result of a promotion and a pending retirement, two management opportunities have arisen in our Compliance division. We wish to fill these vacancies with enthusiastic and ambitious individuals who understand that the compliance function is central to the success of any company offering financial services in the 1990s.

Both positions will play a key role in monitoring compliance activities across the Sun Life Group. Responsibilities will include the provision of advice and guidance on Compliance related issues, together with the interpretation and dissemination of changes to LAUTRO rules and other regulatory and legislative changes.

The successful applicants must be able to demonstrate:

- A detailed knowledge of the FSA, LAUTRO rules, and regulatory framework. In addition one of the positions requires knowledge of Advertising Standards and the Consumer Credit Act.
- The ability to lead, motivate, train and advise staff ensuring that all accountabilities are achieved.
- Good interview/negotiation/communication/research techniques.
- Communication and persuasive skills, verbal and written.
- A clear understanding of the Life Assurance industry and of the sales process.

Ideally, applicants will be educated to degree standard, may have a legal or accountancy qualification or have current in-depth experience of the compliance regime.

In return we are offering a salary between £23,500 - £39,000, depending on experience, backed up by a highly attractive benefits package which includes a car. A relocation package will be available for anyone who has to move house.

To apply please send a full CV to:

Sue Knight, Personnel Officer, Sun Life Assurance Society, Sun Life Court, St. James Burton, Bristol BS99 7SL, or telephone for an application form on 0272 426911 Ext 3935

Applications should arrive no later than Monday 25 April 1994

Sun Life offers equal opportunities in employment and welcomes applications from suitably qualified people regardless of sex, marital status, ethnic origin or disability.



**SUN LIFE**



# Investment Strategist

International Investment Bank

To £60,000 + Benefits

City

Superb and unusual opportunity to join small prestigious bank at the start of a significant stage of growth.

## THE COMPANY

- London based investment bank. Well established offshore parent.
- Product range centres on provision of private client services.
- Period of intense planned change in business structure and focus.

## THE POSITION

- Lead and develop investment strategy for private client stockbroking and management business.
- Evaluate research and conduct economic analysis full range of international securities products and markets.

- Present quality ideas in private client team. Make rapid clear recommendations.

## QUALIFICATIONS

- Seasoned securities analyst and investment strategist. Around 15 years relevant experience.
- Solid private client background. Demonstrable track record of success.
- Strong presentation and communication skills. Persuasive, credible, authoritative.

Please send full cv, stating salary, Ref N1486 NBS, 54 Jermyn Street, London SW1Y 6LX



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# Corporate Development Analyst

Hanson plc

London

c.£50,000

Owing to internal promotion, unique opportunity for a talented and experienced analyst to join a small, dedicated M&A team at the centre of one of Britain's most prestigious companies. Multibillion turnover plc. Excellent profit history with world-wide interests, especially in the US and UK. Market leader across consumer, industrial and building products.

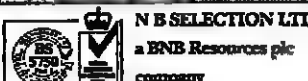
## THE POSITION

- Research, analyse and present recommendations on potential acquisitions.
- Provide market perspective on current events, liaising with professional advisors, internal teams and Executive Board.
- Work in small transaction team on deal management and due diligence.

## QUALIFICATIONS

- Graduate, ideally 26-30. Experienced in M&A analysis or corporate finance.
- Rigorous research and analytical skills. Financial modelling expertise.
- Effective communicator, comfortable dealing at Board level. Enthusiastic, energetic, incisive player.

Please send full cv, stating salary, Ref N1502 NBS, 54 Jermyn Street, London SW1Y 6LX



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# Analyst/Fund Manager

Pacific Basin Equities

Excellent Package

Edinburgh

Dunedin Fund Managers has a superb opportunity for a bright investment analyst to enhance coverage of emerging markets in Far East.

## THE COMPANY

- Dunedin Fund Managers is a successful and growing global investment management group.
- £4.5bn under management on behalf of wide range of institutional and private clients.

## THE POSITION

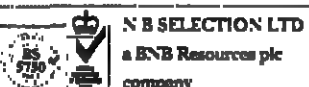
- Focus on listed securities primarily in emerging economies of Pacific Basin and other smaller markets in the region.
- Make recommendations on countries, sectors and individual stocks for implementation across portfolios.

- Part of small, dedicated team. Increased responsibility for portfolio management with experience.

## QUALIFICATIONS

- Talented graduate with 2-3 years experience as an investment analyst.
- Excellent team player. Strong communication, interpersonal and influencing skills vital.
- Must demonstrate ability to work in a systematic and disciplined manner with flair and initiative.

Please send full cv, stating salary, Ref EN1598 NBS, 18 Rutland Square, Edinburgh, EH1 2BH.



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# Innovative Change Managers

Global Custody Operations

City

c. £60,000 + Benefits

Our client is a major player in the investment industry with a successful record in outstanding customer service. Rapid business development and increasing levels of sophistication have created the need to strengthen its operations support function by the appointment of two senior managers.

The roles require the ability to investigate and implement a radical programme of change, including the implementation and enhancement of systems, the maximisation of processing efficiency and the management, motivation and development of large teams of staff.

We are seeking highly committed and results-oriented individuals with strong motivational and leadership skills, who are experienced in project and change management and dedicated to high quality client service. Candidates will currently be working in securities/custody operations, management consultancy or a high volume processing environment in the corporate sector.

These are exciting roles within a demanding and fast moving organisation, with excellent career progression and opportunity to make a significant contribution to the development of a successful and growing business.

Interested candidates should write to Joe Thomas at BBM Associates Ltd at the address below, enclosing a full Curriculum Vitae which should include contact telephone numbers. All applications will be handled in the strictest of confidence.

76, Watling Street,  
London EC4M 9BJ



Tel: 071-248 3653  
Fax: 071-248 2814

# Senior Institutional Equity Sales

Midland Walwyn, Canada's largest financial services organization serving the individual and institutional investor, is actively seeking a senior professional in institutional equity sales.

Based in our London Branch, your years of experience and familiarity with the Canadian markets will enable you to further develop UK based accounts.

We offer an extremely competitive compensation and benefits package. If you possess the above qualifications and wish to join our international Midland Walwyn team, please submit your CV by mail only to:

Corporate Recruiter, Human Resources  
Midland Walwyn Capital Inc.  
London, England Branch  
Boston House, #62 - 63 New Broad Street  
London, England EC2M1JJ



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# Senior Service Products Sales

City

Swiss Bank Corporation is one of the world's premier investment banks with a successful and expanding Global Custody and Cash Management business.

To underline the strength of our commitment to this global business, we strive to attract the best and marketing professionals, who have proven track records of marketing to the major European banks, financial institutions and corporates.

Ideally you should be from a leading investment bank, MBA qualified, with detailed knowledge of Global Custody and/or

Cash Management. A fluency in English language would be a distinct advantage.

Opportunities are outstanding for those who have exceptional client relationship skills and who can deliver.

Senior sales professionals used to being compensated on a sales performance basis, should write to our consultant, George Corbett, enclosing a full curriculum vitae, to BBM Associates Ltd, 76 Watling Street, London EC4M 9BJ. All applications will be handled in strictest confidence.



# FIXED INCOME QUANTITATIVE ANALYSIS

to £50,000

A major European bank with a strong presence in International Markets is recruiting an analyst to work in their quantitative fixed income research department. The group provides the analytics to support the market making, proprietary trading and corporate finance activities of the bank.

Ideally you will have a good degree and post graduate qualification in a maths related subject and at least four years experience in a fixed income environment. You should have a good knowledge of term structure, relative pricing and financial modelling.

As a person you should enjoy accountability as you will work closely with the end-users of your research. You should have a good understanding of markets, the ability to think laterally and be able to present your findings in a clear and persuasive manner to people of varying technical expertise.

Call Tony Sheppard

# MARKETING OFFICER - Major UK Corporates to £35,000+

A leading International bank wants to recruit an experienced marketing officer to work within its marketing team. The team is composed of young professionals (early 30s) and concentrates on marketing the bank's products and services to top UK corporates.

The successful applicant will immediately assume responsibility for managing existing accounts but will be expected to develop new relationships to significantly expand the bank's corporate client base. As such you will need to be sufficiently experienced in relationship management, have an in-depth knowledge of major UK companies and be able to demonstrate the ability and motivation to develop new business. You must have a broad knowledge of banking products, be educated to degree level, ACIB standard, currently employed within the marketing department of a large bank. As a personality you should be ambitious, articulate, persuasive and able to work within a team under your own initiative.

Call Tessa Beck

AUSTEN SMYTHE SEARCH and SELECTION  
127 Cheapside, London EC2V 6DB Tel: 071 600 2862 Fax: 071 4290

# ACCOUNT EXECUTIVES - EUROPE

Attractive Package

25-35

Performance related salary & Benefits

Technimetrics is a diversified information services company specialising in the creation of global databases to facilitate businesses in their communication and marketing efforts.

Over 1,000 corporations and approximately 100 brokerage houses as well as numerous stock exchanges around the world rely on Technimetrics research to reach their target audiences.

As a result of planned expansion we wish to recruit self-motivated energetic professionals to work in London to cover the European markets. Applicants are likely to be graduates with an understanding of the financial markets. They should have a record of success in developing existing and new business at senior executive level. Successful candidates will be team players eager to join a group of individuals proud of their collective efforts.

Excellent European language skills are a prerequisite for all positions with mother tongue German required for the German market. Some computer literacy is required.

If you relish the challenge of an opportunity in a growth business please send your curriculum vitae to:

Ms Clara Smith on fax: 071 6476

Technimetrics, Inc., 11 Newman Street, London W1P 3LD

TECHNIMETRICS, INC.  
A KNIGHT-RIDDER COMPANY

# Bloomberg

Editors

Global News Service

Based London

Bloomberg Business News, a 24-hour global news service, seeks experienced editors for its London bureau.

Qualified editors will have at least three years experience in top financial news service or newspaper and will have in-depth knowledge of the business world and financial markets of at least one major European country.

Candidates with strong knowledge of London's financial markets and U.K. companies are especially sought.

Depending on experience, responsibilities will range from line-editing copy to making assignments and managing reporting staff that files from 12 European bureaux through a central editing desk in London.

Interested applicants should send or fax resumes and any clips to The Freshman Consultancy, quoting reference FT/5794.



The Freshman Consultancy, Coppergate House, 16 Brune Street, London E1 7NJ.  
Telephone: 071-721 7361 Facsimile: 071-721 7362

مكتبة الامم



## SENIOR MONEY MARKET TRADER

substantial salary plus excellent bonus potential

Our client is the proprietary trading of a major international corporation and is sophisticated and very profitable niche player in the global financial markets. As a result of continuing expansion they are seeking to recruit a senior dealer to trade short-term non-dollar money market instruments, exploit arbitrage opportunities and actively manage interest rate exposures.

Working as a key member of a small but high profile team, the successful applicant is likely to be a graduate in his/her late 20s with an innovative approach to trading and risk management. A minimum of five years experience trading money market instruments on a proprietary basis at a major financial institution and a detailed knowledge of the UK and European markets is essential. Exposure to derivatives including options, caps, collars, floors and foreign exchange swaps and/or European language skills would be an advantage.

This is an outstanding opportunity for a senior trader with excellent long-term prospects. The position, which is based near the southern sector of the M25, offers a competitive salary, strongly performance-related bonus, car and relocation assistance.

Phone call Jan Perrin on 071 623 1266

Jonathan Wren & Co. Limited, Financial Recruitment Consultants  
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5559

JONATHAN WREN'S EXECUTIVE

## TRADE FINANCE OFFICER

A Trade Finance Officer is sought by a leading international bank to assist in the development of new business and to provide support to an existing team.

The successful candidate will be fully conversant with trade finance products, a minimum of 5 years banking experience required. Ideal age late twenties - early thirties.

The successful candidate should preferably be literate and must be self motivated. A business degree (preferably MBA) or equivalent qualification would be an advantage. Ability to work in a team is essential.

Personal qualities: ability to work under pressure, sacrificing quality, excellent communicative and interpersonal skills and flexibility. Salary £25,000 plus benefits.

Write to: Financial Times, One Southwark Bridge, London SE1 9HL

## Interest-rate Research for Bonds Markets

A Mathematician with commercial acumen to join a high performing team

### City

Our global corporation is one of the world's leading international banks. Our global success has given us the strongest possible foundation for long-term growth in investment banking.

In our professional culture, research is seen as a proactive tool and a passive instrument of business. Two years ago we took the bold step to develop a world-class, internationally integrated approach to research. Today, that initiative is paying dividends. Far from being behind the market, our researchers work closely with trading teams and frequently with clients to formulate innovative strategies. They are highly respected players in a very high profile team.

We are now adding to that team strength in the area of Interest-rate research for Bonds Analysis. It is an opportunity for a Mathematician with exposure to Bonds - possibly in a sales role - or perhaps a PhD with the ability to find solutions to unprecedented problems. The work will range from the analysis of the relative values of inter and intra bond markets to the responsiveness of yield to interest-rate changes and their impact on recommended portfolios.

Ideally aged mid to late 20's, you must be assertive, analytical though not ivory-towered. Responsive to the pressure and immediate demands of the trading floor, your commercial acumen as well as your intellectual agility will win the respect of sales and trading partners.

If you have the potential to make a critical contribution to our business, you will be rewarded with outstanding prospects, a salary to match your talent and performance-related bonus as part of a generous package.

Please send your written application to: Lynn Temple, Human Resources, Swiss Bank Corporation, Swiss Bank House, 1 High Timber Street, London EC4M 3SB.



## ASSISTANT FUND MANAGER

Fixed Income and Derivatives

### City

Competitive salary + banking benefits

Our client, a prestigious international bank with equivalent to £1 billion under management in London, is seeking to recruit a high-calibre graduate with investment management experience, to join its specialist derivative and quantitative fund management team. Initially, the role will entail assisting fund managers in all aspects of portfolio management and product development of their derivatives-based fixed income portfolios. However, it is anticipated that the role will develop rapidly to involve full fund management responsibilities, as the candidate's knowledge and understanding of the products develop.

This is the ideal career move for an ambitious assistant to move into the world of systematic fund management. Reporting directly to the team leader, he/she will be expected to assist in a variety of investment-related tasks and be able to demonstrate flexibility within the team.

Ideally, candidates will be aged 25-30, with at least two years' experience of fund management. A sound knowledge of the international debt markets will be expected, and an understanding of derivatives would be an advantage, although training will be provided in this area.

A good degree in a mathematical discipline and sound analytical and PC skills are essential requisites for this exciting and challenging role.

Interested candidates should send full curriculum vitae, including current salary, to: Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/902.



WHITNEY SELECTION

## FOREIGN EXCHANGE SETTLEMENTS MANAGER

CITY, LONDON

SALARY c.£35,000-40,000 + benefits

Gerald Limited, London member firm of The Gerald Group, is seeking applicants for a management position in commodity brokerage and trading business.

The FX Settlements Manager will be responsible for the foreign exchange and bullion settlement department operating on a 24 hour basis from London and New York. Applicants should have five years' settlements experience with physical FX and OTC, Bullion and Options and some accounting knowledge. Computer skills are essential (FX Settlements systems and Windows packages) together with the aptitude to develop new systems.

Probably from a commodities or banking background, the successful applicant will be a team-worker with a hands-on approach who possesses effective communication skills and seeks a challenging role in a meritocratic environment.

Please submit c.v. and covering letter to:

Mr Vernon Browne, Managing Director, Gerald Limited, Europe House, 11 Mark Lane, London EC3A 7TF



CRANFIELD MANAGEMENT INSTITUTE LIMITED

## Director of the Management Development Unit

Executive Director aimed at senior and middle management in a vital and dramatically expanding activity School of Management. We are seeking a management development specialist to direct and further develop the Management Development Unit within the School of Management.

The successful applicant will enhance and develop the Management Programmes by creating and managing relationships with organisations within the School. The successful candidate will work in close liaison with the academic subject within the Faculty.

As well as comprehensive knowledge of practice in management development, applicants should be able to show evidence of excellent marketing and presentational ability, consulting skills and the capacity to manage the internal structure. International experience would be a considerable advantage.

An appropriate salary and a Company Car will be provided. For further details of this appointment please telephone Linda Neal, Personnel Administrator, Cranfield School of Management on 0144 (0) 234 751182.

## Assistant Manager - Credit -

Kuwait Attractive Salary Package

Our client, Finance House (KFH), a large investment company in Kuwait, engaged in banking, investment, real estate and commercial operations is seeking to recruit a high calibre executive for credit department. KFH operates within the guidelines set by Islamic Law (Sharia).

The selected candidate will report to the Assistant General Manager - Credit, and will assist in the functions of credit analysis, planning and budgeting. He will also be responsible for developing, reviewing and suggesting improvements in accounting systems and procedures.

The candidate for this challenging position must meet the following eligibility criteria:

- A professionally qualified accountant in mid 30s
- Over six years experience in the financial services sector
- At least three years of experience at a managerial level
- Prior exposure to sophisticated computerised operating environments
- Fluency and proficiency in spoken and written English; ability to speak and/or write Arabic, though a necessary qualification, will be an advantage.

The post calls for a person with initiative, strong personality and good communication skills. KFH will offer an attractive expatriate remuneration package, commensurate with qualifications and experience.

Interested candidates should send their CVs, giving career details, salary expectations and two recent passport-size photographs to: Varun Sharma, Ernst & Young, PO Box 74, Safat 13001, Kuwait, superscribing "Ref No: " on envelopes. Only shortlisted candidates will be contacted.

ERNST & YOUNG

## FIXED INCOME FUND MANAGER

An excellent opportunity has arisen for someone to develop their multi-currency fixed interest expertise within a specialist unit. The company concerned is of medium size, situated in the City, and is acting as managing agents for a number of mutual insurance companies.

The ideal candidate will be a graduate with a minimum of three years' relevant fund management experience and should possess good presentation and communication skills.

Please apply, enclosing a copy of your CV, to:

Box B2392, Financial Times,  
One Southwark Bridge, London SE1 9HL

## BRINDENBERG SECURITIES A/S COPENHAGEN

Established Securities Company in Denmark wishes to recruit the following professionals:

**Experienced Sales Persons**  
The position requires dynamic persons who are skilled, articulate, and have a minimum experience in the sale of US/European equities. The incumbent should also be free to relocate to Copenhagen and accept remuneration on commission only.

(Fluency in English, EC nationals or EC working papers only.)

Ms. Petringa at:  
Brindenberg Securities A/S,  
H.C. Andersens Boulevard, 13,  
DK-2300 Copenhagen, V,  
Denmark.

Tel: 45-33 93 85 88 Fax: 45-33 93 85 87

## EQUITY DERIVATIVES TRADER

A major European securities house urgently seeks a trader with 2/3 years experience in derivatives trading to join a small arbitrage desk. The successful candidate will ideally be highly numerate and pc literate, hence a good degree in mathematics/engineering or in business with a quantitative bias is essential.

The applicant must have a strong desire to develop their career in equity derivatives. Salary £65,000 + future bonuses will be commensurate with performance.

For further information please contact Phillip Ashby-Rudd at the address below.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants  
No. 1 New Street, London EC2M 4TP Tel. 071-623 1266 Fax. 071-626 5259

JONATHAN WREN

## SENIOR INTL. TRANSACTORS

Two banks seek graduate bankers aged 28-35 years with sound credit analysis documentation experience plus several years top level marketing experience covering major UK corporates. Fluency in French or German highly desirable. £30-£35,000

## GRADUATE ACA (TAXATION)

Our client seeks an ACA aged 28 years, with specialisation in taxation and ideally knowledge of leasing/asset finance. £30-£35,000

## MARKETING UK CORPORATES

Two banks seek graduate bankers aged 28-35 years with sound credit analysis documentation experience plus several years top level marketing experience covering major UK corporates. Fluency in French or German highly desirable. £30-£35,000

## SYNDICATION OFFICER EUROPE

Similar to above with sound documentation pricing underwriting originator/distributor skills. £30-£35,000

CONTACT BRIAN GOOCH

OLD BROAD STREET BUREAU  
Search & Selection Consultants

## FIXED INCOME FUND MANAGERS

Two banks seek graduates with 2-3 years experience of FI buy side. Funds will be available to manage depending upon experience. One role is an AFM position. £25-£40,000

## INSTITUTIONAL PENSION FUND MARKETING MANAGER

Our client requires a broad generalist capable of identifying new business and presenting to clients. The role will be mainly office based but offers travel within a team environment. Age range 28-40 years. German useful. £45,000

## FUTURES BROKERS

PHONE BROKERS x 2 for LIFFE floor with 2-3 years experience of European Markets. £30,000

BROKERS with 2-3 years experience in European Markets both Futures and Options. £45,000

EXPERIENCED PIT TRADER, preferably Bonds/Euromarkets.

CONTACT EDWIN LAWRIE

65 London Wall, London EC2M 5TU  
Tel: 3991 Fax: 071-588 9012



# Aerospace Finance/Leasing

## The Sumitomo Bank Limited

Sumitomo Bank ■ one of the world's largest banks and Europe's leading arranger of airline debt finance.

The need has arisen for a well motivated individual to take responsibility for originating and structuring financing for the transportation sector.

The successful candidate will be degree and credit educated, probably in his ■ her late 20s or early 30s, with first hand

experience of ■ finance, probably gained in an institution with a track record for arranging finance of this type. Remuneration will not be a bar ■ the right candidate.

Interested candidates should contact Karina Pietsch on 071 831 1000 or write to her, enclosing a detailed curriculum vitae, at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 071 405 9649. Please quote ref. 185962.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## Senior Money Market Sales Executives

### Leading Investment Bank

Our client, a leading investment bank with a global presence, is committed to the expansion of its Money Markets Sales capability in the UK and Europe. It is in the process of developing a ■ team which will focus on providing pro-active sales and distribution of money market products ■ the UK Corporate Market, Central Banks and professional counterparties.

These ■ positions have been created in response to the bank's strategic approach to developing their Money Market presence. Already a pre-eminent and highly profitable business, the brief for the ■ professionals will be to facilitate long term business growth and develop a highly competitive sales business. With a ■ list the envy of competitors, these roles ■ excellent opportunities for skilled sales professionals to extend relationships with existing clients, add ■ and bring an investment bank focus ■ a traditional money market desk.

The profile demanded for these key positions ■ an exacting one. Candidates, who are unlikely to have less than 5 years experience, will display a sound knowledge of the cash and derivatives

### Excellent

market, including FRA's and Forward FX. You will have a proven track record in Money Market Sales, combined with first rate distribution capabilities in CDs, BAs and TBills. Finally, the ability to implement strategies, develop a ■ base and facilitate long term business growth ■ also pre-requisite.

Of equal importance ■ our client, is the personal profile of the individuals. For both roles, candidates must be excellent communicators, with a proven record of developing key relationships ■ For such individuals, few positions currently exist which afford such genuine business and career opportunities.

Remuneration, based around a first rate salary is highly attractive and is indicative of the high calibre candidates ■ wish to attract.

In the first instance, interested candidates should contact Karen Gay ■ Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference 183693. Telephone: 071 831 2000. Fax: 071 ■. All replies will be treated in complete confidence.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## OPTIONS TRADER

Trading firm ■ Options  
Trader for  
LIFFE ■  
■ experience  
required in all phases of trading  
■ Including staff  
supervision, clearing ■  
■ Office management. Must  
be detail orientated and  
computer literate.  
■ send ■  
■ Financial Times,  
One Southwark Bridge,  
London SE1 9HL

## MANAGER - COMMERCIAL BANKING

N M Rothschild & Sons Limited is a leading international merchant bank with a strong reputation for the quality of its banking services. The Banking Division is currently expanding its corporate lending activities ■ ■ advantage of an increasing number of business opportunities in the commercial, industrial and property ■ ■ As a result, ■ opportunity has arisen for an experienced banking professional with senior management potential to strengthen the established London-based team.

The successful candidate will assume significant corporate lending responsibilities and will be involved in marketing activities and other special projects. The wide variety of the Banking Division's work includes exposure to MBOs, syndications, acquisition finance and property loans; the environment is both challenging and highly supportive. Personal development ■ ■ are excellent.

Candidates should be graduates with several years' relevant commercial banking experience and well-developed client skills. First-class analytical powers ■ ■ strong marketing orientation are essential, while a legal or accounting background could prove advantageous.

The ■ package for this manager-level appointment ■ designed to ■ high-calibre candidates: a competitive starting salary will ■ backed by an extensive ■ of benefits including profit-sharing and ■ ■

In the ■ instance, please send your full curriculum vitae, in the ■ confidence, ■ Rodney Lonsdale, Personnel Director, N M Rothschild & Sons Limited, New Court, St Swithin's Lane, London ■ 4DU.



N M ROTHSCHILD & SONS LIMITED

## Risk Management

### International Capital Markets

London

£50-60,000

Our client is the capital markets subsidiary of one of the world's premier banking organisations. Continued expansion and an increase in trading activities has created an exceptional opportunity for an experienced RISK MANAGER to join their capital markets division.

The successful candidate will be responsible ■ all aspects of risk management which arise from the underwriting, trading and sales of debt, equity and derivative products. Initially the main area of responsibility will be in the implementation of systems and procedures to ensure that all aspects of risk are properly assessed, managed and reported. The role will also involve the development of risk controls which will necessitate a familiarity with:

- Interest Rate Management techniques.
- Risk monitoring techniques.
- Fixed Income and complex derivative products.
- Hedging ■

Initially, reporting ■ the Head of Risk Management, the successful candidate would be expected to assume this role in the ■ future. Candidates of interest ■ likely to be ■ graduates with at least ■ years direct experience within a risk management department as well ■ several years experience within the capital markets area of a reputable financial institution. A knowledge of counterparty risk and credit ■ would also be an advantage.

This is an excellent opportunity for a highly motivated self-starter with excellent communication skills to join an expanding organisation committed to further growth and development.

Interested candidates should ■ to Gavin Stirling at ■ ■ City, ■ House, 39-41 Parker Street, London, WC2B 5LH, quoting reference number ■ ■ Fax 071 405 ■ ■ alternatively telephone 071 831 2000 for an initial discussion.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## MORGAN GRENFELL ASSET MANAGEMENT

## Deputy Head Performance Analysis

Morgan Grenfell Asset Management is one of the largest investment management companies ■ London with £30 billion under management. It ■ a ■ global client base which includes pension funds, insurance companies, governments, central banks, unit trusts, charities, investment trusts and high ■ worth individuals.

The performance analysis team is at the leading edge for delivering performance figures and attribution analysis for both external client reporting and internal ■ ■ Following a ■ internal ■, there ■ an ■ opportunity for a talented individual to join the team in the role of Deputy Head. Initially, the most important responsibility will be to take a leading role in the development, testing and implementation of ■ performance analysis systems. In addition, the deputy will be responsible for day to day management and development of the department and in his absence, for deputising for the Head of Performance Analysis.

Preference will be given to applicants with at least

■ years' experience of investment performance analysis including performance reporting standards (both UK and US), the construction of complex benchmarks and knowledge of CAPS and WM. However, individuals with knowledge of ■ ■ performance measurement gained in other backgrounds will also be considered such ■ fund ■ ■ ■ ■ ■

Candidates ■ likely to be graduates and will have mathematics to ■ least A-level standard. They will also possess excellent written and oral interpersonal skills and computer literacy. Ideally, candidates will be able to demonstrate ■ experience of management. This position is ■ excellent opportunity for a high calibre individual who is ambitious to succeed within a dynamic and fast-growing environment.

For an initial discussion, please contact Elizabeth Bancroft or Paul Wilson on 071 831 2000 or alternatively, write to them ■ Michael Page City, Page House, 39-41 Parker Street, London ■ ■ 5LH. Fax: 071 ■ ■ ■ ■ ■

**Michael Page City**  
International Recruitment Consultants  
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## MAJOR CURRENCY BROKER

requires highly motivated individual (25-35 years old) with knowledge of Scandinavian languages to join successful team. Responsibilities will include ■ of Reuters Dealing 2000 system, experience of ■ will be useful.

Salary: competitive  
- Knowledge of foreign exchange  
- options will be considered  
a plus.

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Financial Times, ■ ■ ■ ■ ■  
Bridge, London SE1 9HL

## ANALYST/STRATEGIST Derivatives Trading

Competitive salary + benefits - London

Our client, a leading international investment bank, ■ looking ■ recruit ■ derivative trading professional to construct, ■ and implement trading strategies for international derivatives products. The person appointed will also ■ in the development, pricing and risk management of equity structured products.

To qualify you ■ have a Ph.D in theoretical physics, exceptional mathematical skills and experience of using ■ series analysis techniques. You must ■ be familiar with ■ international equity and ■ income

markets, possess a knowledge of term structure evolution models and have had exposure ■ the following computer languages and analytical tools: 'C', Splus A+, Expo, Speaker and Wingz.

To apply, please send ■ full cv, quoting ref 862, ■ Alastair Lyon, Confidential Reply Handling Service, ■ in Advertising, ■ John's Lane, London EC1M 4BL.

■ ■ any company ■ which your application should not ■ ■ ■

ASSOCIATES IN ADVERTISING

## STERLING MONEY MARKET DEALER

Bradford

£ negotiable + benefits

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Working within an integrated ■ environment allows for opportunities to develop into both non-sterling and off balance sheet markets, appealing ■ someone who will relish the challenges facing the changing personal financial services sector.

As an innovative Financial Services Organisation, a highly structured reward package is offered which is flexible dependent upon your skills and experience. The package comprises a basic element, with a quarterly payment related to achievement, together with a flexible benefits scheme which includes an immediate concessionary mortgage and relocation assistance where appropriate.

Please write with full personal, career and salary details to: Angela Stevens, HR Adviser, National & Provincial Building Society, Provincial House, Bradford BD1 1NL.

Please note we have ■ ■ smoking working environment. N&P are committed to achieving Equal Opportunities.

**N&P**  
National & Provincial Building Society

A leading London Private Client Stockbroker is seeking an ambitious and experienced private client fund manager for its well established Guernsey office.

Ideal candidates will have the proven ability ■ manage the substantial portfolios of existing clients and experience in winning ■ business.

Local market qualifications ■ an advantage and age is not a factor.

An attractive remuneration package includes participation in a local bonus scheme.

Please apply in the first instance to:-

Rupert White Esq,  
David Sheppard ■ Partners Limited,  
21, Cleveland Place, London. SW1Y 6RL.  
Fax: 071-839 3649

## APPOINTMENTS WANTED

### EXECUTIVE SEARCH & SELECTION CONSULTANT

Mid 30s, privately educated, creative recruitment professional with 12 yrs exp, including recruitment consultancy set ups and business development. Focus has been in senior accountancy appts, has also dealt with some Corporate Finance appointments. Wishes to join progressive recruitment firm in Central London and, ideally, ■ in Corporate ■ ■ ■ ■ ■  
Write to Box A2000, Financial Times, One Southwark Bridge,  
London SE1 9HL

## BOND SALES

LTCB International Limited is the London-based capital markets subsidiary of The Long-Term Credit Bank of Japan, Limited, ■ ■ of the world's leading banking organisations and is the European flagship for securities operations. As part of our continued expansion, following the opening of our securities company in Tokyo last year, we are looking to recruit additional sales staff ■ complement our current team. Applicants should have 2/3 years' sales experience, have an existing client base and a good track record ■ selling ■ major institutions. Areas of coverage would principally be France, Benelux and Germany.

Applicants should send ■ comprehensive CV and details of their current remuneration package ■

Vivien Karam, Associate Director - Personnel,  
LTCB International Limited, Alban Gate,  
125 London Wall, LONDON EC2Y 5AH. Fax: 071-814 ■ ■

**LTCB**  
LTCB International Limited



## Al Bank Al Saudi Al Fransi

The Caring Bank



البنك السعودي الفرنسي  
بنك رعاية

Al Bank Al Saudi Al Fransi, one of the leading banks in Saudi Arabia, and affiliated to Banque Indosuez, offers the following exceptional opportunities:

### Senior Dealer, Money Market

#### The company:

Al Bank Al Saudi Al Fransi ( Saudi French Bank ) Riyadh, Saudi Arabia.

#### The role:

- Working with a team of four traders.
- Manage the Bank's liquidity in USD through balance sheet and off balance sheet operations.
- Good knowledge of derivative products.
- Supports the Corporate Bank with quotations and views of the market.
- Works closely with Group Treasury Management on analyzing and advising interest rate risks.

#### The person:

- Minimum 5 years experience as senior trader or 10 years as dealer preferably with a large bank.
- Knowledge in forwards, strong economic analysis.
- Age: Between 30 to 40 years.

### Dealer Money Market and Forwards.

#### The company:

Al Bank Al Saudi Al Fransi ( Saudi French Bank ) Riyadh, Saudi Arabia.

#### The role:

- Working with a team of four traders.
- Running small forwards book in DEM-STG-FRF-YEN.
- Good knowledge of derivative products.
- Supports the Corporate and the margin trading desks with quotations in the above currencies.
- Assists the Deputy Chief Dealer in the USD cash and off balance sheet operations.
- Emphasis on funding, strategy, analysis of FMS and interest rate positions proposals.

#### The person:

- Minimum 5 years experience as dealer preferably with a large Bank.
- Good knowledge in economic analysis.
- Age: Between 30 to 40 years.

#### Remuneration:

- Attractive free salary.
- Housing, transportation and travel allowances.
- Excellent incentive scheme.
- Medical insurance scheme.

Please write enclosing full curriculum vitae in Bank Indosuez, 71 Queen Victoria Street, Center, London EC4V 4DE Human Resources Department Attn: Ms. Shirley Lynas quoting Saudi French Bank.

## GERMAN SPEAKING SALES PROFESSIONAL FINANCIAL MARKETS INFORMATION SERVICES

Based Frankfurt

Thomson Financial Services (TFS) is a leading provider of proprietary information products and delivery services to the global financial and corporate community. With 33 offices and over 2500 employees around the world, TFS is a dynamic, client-oriented and rapidly growing organisation.

The Technical Data division delivers real-time data for fixed-income, foreign and capital markets to dealers and analysts via the Teletext network. On 16 market-specific services, our global team of experts produces both technical and fundamental analysis and trade recommendations.

We're now seeking a high-calibre Sales Executive, fluent in German and experienced in the financial markets, to develop business from Frankfurt. The brief will be to develop existing accounts, identify new business opportunities and expand the customer base. A close working relationship with third parties, especially Teletext, will be an important aspect.

With a broad knowledge of the global financial marketplace, from foreign to fixed income, you should have at least two years' experience, ideally in a financial information services environment. Whilst product training will be provided, you must have the knowledge, the credibility and the personality to make an immediate impact.

An excellent package is on offer, and the prospects are outstanding. Please write with your cv and covering letter, quoting ref 94153, to Jo Aram, Personnel, Thomson Financial Services Ltd, Aldgate House, 33 Aldgate High Street, London EC3N 1DL.

**THOMSON**  
FINANCIAL SERVICES

## PROPRIETARY TRADER

An American investment firm seeks a proprietary trader. The candidate should be at most thirty years old and have at least five years' experience trading non-dollar government securities, derivatives, foreign bonds and currencies. The candidate should also have a strong mathematical background and arbitrage experience with the ability to apply to computer systems. Knowledge of at least two foreign languages is required.

Times apply to Box 92001, Financial Times, One Southwark Bridge, London SE1 9HL.

# Executives Corporate Finance

Due to growth in our corporate finance business both in the UK and internationally, we are seeking to recruit additional high calibre executives. The successful individuals will work in close-knit teams and will be responsible for the provision of corporate finance services to clients on a global basis.

Specifically, we have opportunities in the following areas:

## General Advisory

Graduate ACAs and Lawyers with a strong academic background and excellent communication skills. Successful candidates are likely to have between 6 months and 1 year post qualification experience. Alternatively, candidates for international teams may be MBA qualified with fluency in a minimum of 2 languages.

## Privatisation

An executive to join our global privatisation team. Candidates must have a minimum of 4 years relevant experience including previous privatisation work and should possess excellent interpersonal skills.

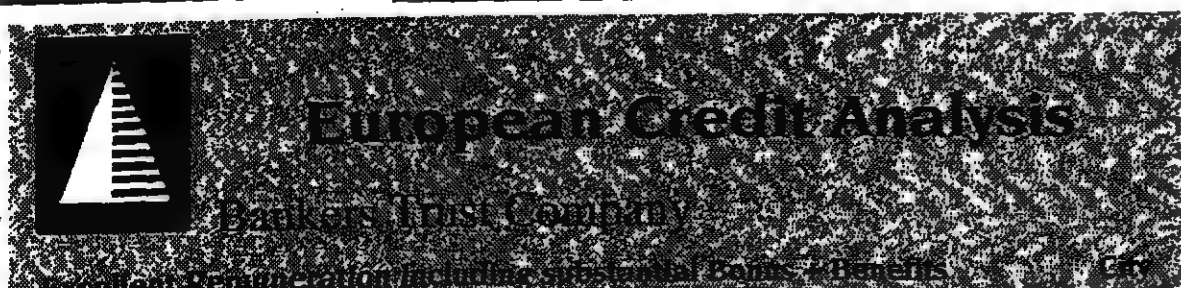
## Asia

An individual to join the Asia department focusing on the underwriting of equity and equity linked issues. The successful candidate will be a graduate with 2 to 4 years exposure to capital markets and must be able to demonstrate a genuine interest in and commitment to the Asian market.

Benefits include an attractive remuneration package, performance related bonus, mortgage subsidy and the opportunity to develop an outstanding career based on individual merit.

For further information contact our recruitment adviser Jon Vank on 071-1312 (071-720 1527 eves/w'ends) Marks Sattin, Financial Recruitment Consultants, 18 Hanover Street, London W1R 9HG.

## Kleinwort Benson



The Global Markets Credit Department of Bankers Trust manages counterparty risk assessment for the Bank's trading business, covering the full range of proprietary and client trading. Counterparties include financial institutions and sovereign or sovereign-related entities, with the emphasis on complex structures. As a result of internal promotion and expansion, the Bank seeks three Senior Credit Analysts to cover the UK, French and Scandinavian markets respectively.

#### THE ROLES

- Work proactively with marketing officers and advise on deal structures.
- Visit customers both independently and with marketing officers to gather relevant information, company management and negotiate the structure of transactions.
- Monitor and analyse financial and industry information relating to customers and potential counterparties.
- Conduct detailed studies of specific sectors to aid the Bank's marketing efforts through better understanding of the market.

#### THE REQUIREMENTS

- Relevant formal credit training, a minimum of four years' relevant experience in banking, equity analysis or a rating agency.
- Good understanding of a wide range of financial markets and instruments.
- In-depth knowledge of the local financial markets, a prerequisite for both the UK and French roles, together with fluency in French for the latter. The Scandinavian role requires strong credit analysis experience and knowledge of the local market in that region.
- Analytical and IT skills, well developed communication and negotiating skills and strong awareness of the "bottom line".

Please apply with a full CV and salary details, quoting reference 1002/K for the French role, 1002/Y for the UK role and 1002/Z for the Scandinavian role.

**K/F ASSOCIATES**  
Selection & Search

Susanah Truswell, K/F Associates, Regent House, 18 Regent Street, London W1R 9HG.

## Corporate Analysts

Can you see business opportunities where others see only figures?

Edinburgh

Standard Life is Europe's largest mutual life assurance company with assets under management exceeding £37 billion and operations in the UK, Canada, Ireland and Spain. We are looking for opportunities to expand our business into new products and markets.

We now wish to recruit corporate financial analysts to join our existing team which investigates new business opportunities. Your investigations into potential investments and monitoring of financial sectors will enable you to make informed recommendations about the product and business opportunities for the company. In short, you will help to promote our diversification strategy.

You would be expected to have strong commercial, financial and analytical skills, and the ability to effectively communicate your findings. You should be educated to degree level and have commercial research experience ideally either in a particular financial sector and country, in investment analysis or in mergers and acquisitions work. Knowledge of a leading foreign language would also be advantageous.

At Standard Life we are committed to training and developing our people to enable them to fulfil their potential to meet the needs of the company. A competitive salary will be offered plus a full range of benefits including house purchase loan scheme, non-contributory pension and private medical cover.

Please write with full cv and details of your current remuneration quoting ref: 925/FT to: Carolyn Scott, Recruitment Officer, Standard Life Assurance Company, 40-42 George Street, Edinburgh EH2 2LE by 27th April 1994.



**STANDARD LIFE**

## OPERATIONS SPECIALIST

Excellent salary and benefits  
New York based

Morgan Stanley Trust Company is looking to recruit a specialist for its Operations Department, based in New York.

This newly created role will involve securities lending operations, tracking dividends and corporate actions, income collection as well as client liaison and reporting. Operations experience with the broker/dealer community will be a pre-requisite. The successful applicant will be required to spend two to four years in our New York operations.

Will a degree level education be preferable, a proven track record is seen as the primary qualification for this appointment. The ideal candidate, probably in their mid to late 20s, will have three to five years' experience in the Securities Lending or Settlements Operations area of a major financial institution. Candidates must be bright, self-motivated and possess well developed interpersonal skills which will ensure their success in a team oriented environment.

This is an opportunity which offers both immediate responsibility and excellent career potential within one of the world's leading investment services firms.

Applications in writing including a full CV should be sent to: Mr. Jenkins, Morgan Stanley UK Group, 150 Square, Canary Wharf, London E14 4QA.

**MORGAN STANLEY & CO. INC.**

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## HEAD OF CREDIT RISK

### Equities division of a major financial institution

Excellent salary and package - City based

Our client is a major UK institution, covering the full range of trading activities: Treasury, Equities and Capital Markets.

They are seeking a Head of Credit Risk, responsible for all credit-related activities in an environment trading complex derivative instruments across both corporate and institutional clients.

You will be educated to Graduate or Masters level, with at least five years' credit/counterparty work experience and a good knowledge of equity and derivative products

and markets, probably gained in a US house. You will possess strong interpersonal skills and an ability to work with all areas of the business, implementing business objectives without impeding them or compromising control standards.

Please write with your cv, stating any companies to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref: 000000, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

ASSOCIATES IN ADVERTISING

## MANAGER - CASH MANAGEMENT

### CITY

#### THE PERSON

Of graduate calibre, you will have the potential to develop as the scope of the department increases. Offering proven man-management abilities, you have probably gained your experience within one of the larger securities houses or a major bank. You will certainly have a thorough understanding of the issues surrounding securities settlement. You will also bring the professionalism, skills and experience necessary to implement systems changes and the concomitant changes in operational procedures.

#### THE ORGANISATION

A major global securities firm with a strong London presence. Cash Management performs a key role within a fast-paced Treasury department, which is committed to the improvement and further development of its capabilities. The responsibility for establishing funding requirements, managing the firm's multi-currency bank accounts and effecting all Treasury payments and receipts, the majority of which pass through S.W.L.F.T.

c£45,000 + bonus + flexible benefits

#### THE ROLE

An increasing number of transactions and the need to enhance procedures and computerised systems make this a high profile appointment. The role demands strategic thinking as well as the ability to identify and resolve operational issues, especially when considering the impact of new products upon cash and liquidity management.

Initially leading a team of twelve, you will have complete responsibility for the management and future development of the functions controlled by the Cash Management area.

The role will encompass the management of relationships right across the firm and reports into a demanding but very supportive senior management team, who operate within a meritocratic culture.

To progress your career in this challenging appointment, contact Susan Milford at Carrington Heath, City Business Centre, 2 London Wall Buildings, London EC2M 4PP, quoting reference 148955.

Tel: 071 563 4200 (eve. 071 37480) Fax: 071 576724

CARRINGTON HEATH

EXECUTIVE SEARCH & SELECTION

## Regional Business Manager

City Of London

c. £35K + Bonus + Car + Executive Benefits

Designing and building tomorrow's HR services is a sophisticated, continually evolving business. As a leading HR service provider, we are looking for a Regional Business Manager to join our team in the City of London. This is a unique opportunity to be part of a team that is at the forefront of HR innovation. It's a philosophy that has made us Britain's largest recruitment agency.

As we enter a new phase of increasing prosperity a key position has been created for an assured professional, with management experience, to play a pivotal role between two of our leading divisions - Financial Employment and Financial Accountancy. Specifically your brief will be to exploit this dual expertise in order to develop new products and services which, in turn, can be used to create and capitalise on business opportunities.

This will require a knowledge of the financial services sector, together with an informed understanding of their unique needs. Much of your success will rely on your ability to encourage new attitudes, challenge existing perceptions and design and deliver innovative HR solutions to meet complex requirements. Your natural creativity should be complemented by obvious commercial flair and the ability to "know an opportunity when you see one".

Applications should be sent to Ann Rennie, Director Of Human Resource Strategy, Reed Personnel Services plc, 104 New Bond Street, London W1Y 9LG.

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For further information please call:

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on  
071 873 3351

To an organisation as ambitious as the Royal Bank of Scotland, a period of considerable change represents a period of considerable opportunity. Not least in the promotion of specialist business areas such as Payment Services.

Vital to the Bank's front-line operations, the activities of our Payment Services department cover all forms of cash/cheque payment and money transmission. We now require two Managers to head up newly created business teams in Edinburgh and London.

Reporting to the Director of Payment Services, you'll be responsible for product management and support in both the retail and investment banking arenas. You'll lead strategic initiatives - designed to accelerate the growth of profitable business in this field.

This is an ideal opportunity to secure a high-profile role within a major financial services organisation. Ideally you should have money transmission services experience involving leadership of a team, together with proven business acumen and an ability to work to tight deadlines.

In return, you can expect a highly competitive

salary, plus a generous benefits package which includes a car, BUPA, a mortgage subsidy and, where necessary, relocation assistance.

To make your application, please write or fax, with a full cv,

to Alison Yeoman, Personnel Manager, Personnel Department, Royal Bank of Scotland, 42 St Andrew Square, Edinburgh EH2 2YE. Fax: 031-557 2845.

Commitment to Equal Opportunities



**The Royal Bank of Scotland**

WHERE PEOPLE MATTER

MashreqBank



Over its 26 year history, MashreqBank has evolved into one of the leading Financial Institutions in the United Arab Emirates. We now seek results-oriented Relationship and Credit Officers for our Commercial Banking Group in the U.A.E.

### RELATIONSHIP & CREDIT OFFICERS

If you have five to twelve years experience in Credit/Marketing in an International Bank, fluency in Arabic, a degree in business or accounting and a proven ability to manage business relationships, successfully, then send your curriculum vitae to:

**MASHREQBANK**

LONDON BRANCH,  
P.O. BOX 97, BAVARIA HOUSE,  
13-14 APPOLD STREET  
EC2A2BD or FAX: 071-410 0832

### OPERATIONS MANAGER - Package c£60,000 INVESTMENT ADMINISTRATION

This firm has a pre-eminent reputation in the global securities market and is now in a position to recruit its first operations manager for its fund management arm. The role will be extremely varied but centres on the management of a small, professional, tight-knit team of investment administrators working in a pressurised environment. In addition, the firm is dedicated to improving systems and procedures, providing an environment of constant change and development which generates extensive ad-hoc project work. The position requires someone entrepreneurial, who is looking for a highly visible, influential role in a company with a flat management structure. Suitable candidates will have a minimum of five years experience in investment administration at senior level with a good product knowledge and advanced IT skills.

Please contact Stephanie Devine

#### HEAD OF CREDIT

This is a new position, brought about by the return to the United States of the present incumbent. The job calls for a seasoned credit professional to take over all risk management procedures for this mid sized commercial bank, reporting to the Chief Executive in London. Experience of grading loans and dealing with the OCC will be a distinct advantage.

Please contact Brenda Shepherd

Fax: 071-626 1111 Cleary Court, 21/23 St. Dunstons Lane Telephone: 071-626 1161  
London EC4A 3DF  
Financial Recruitment Consultants

**SHEPHERD LITTLE**

### CORPORATE FINANCE

City

Competitive Salary

Our client, a leading corporate stockbroker, is seeking to recruit highly motivated and capable individuals from major City firms, to join its prestigious corporate finance department. The department has undergone substantial growth and is a recognised leader in the UK corporate sector. This is an excellent opportunity for the ambitious young professional looking for his/her first steps into the field of corporate finance.

Reporting to a Director, candidates will assist with a variety of transaction work, documentation, marketing issues, planning and client administration. As the department operates on a hierarchical basis, candidates must be able to demonstrate flexibility and team spirit. Stamina and the ability to work under pressure are essential requisites for this interesting and challenging role.

Candidates will be recently-qualified accountants, lawyers or with a good academic record. First-class presentation and numeracy skills are essential, and familiarity with City transactions and the Yellow Book would be an advantage. The ability to assimilate information quickly and to become a proactive member of the department is of prime importance in this challenging and exciting position. Ideally, candidates will be aged 24-30.

Interested candidates with the relevant experience should send a curriculum vitae, in strictest confidence, to Carol Jarline, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/11/1.



**WHITNEY SELECTION**

### APPOINTMENTS WANTED

#### VIETNAM

German Businessman, 4 yrs in 4 yrs working experience in Vietnam with best connections in government agencies, ministries, community as well as very good understanding of Vietnamese mentality is looking for challenge in trade/industry service business incl. shipping/ freight forwarding.

Please write to Box 11111  
Financial Times, One Southwark Bridge, London SE1 1TA



### COMPLIANCE OFFICER

The position will be expected to

- be a self-motivated, pro-active and commercially minded individual in their approach to identifying areas of risk. Since the position will be reporting to Senior Management in Frankfurt, the Compliance Department in the Head Office, fluency in both German and English is essential.
- advise in respect of the German securities industry regulatory, legislative and market developments;
- establish an on-going surveillance function.

Given the complexity and scope of the position it will be provided with

necessary resources. We envisage candidates to be self-motivated, pro-active and commercially minded in their approach to identifying areas of risk. Since the position will be reporting to Senior Management in Frankfurt, the Compliance Department in the Head Office, fluency in both German and English is essential. The ideal candidate is likely to be aged 30 to 35 and will most probably be working in present moment in the legal department of a bank, in an international setting or law firm with extensive exposure to securities, capital markets and corporate finance issues.

BZW is expanding its operations. For the right individual will be opportunities to further development. Salary and benefits will be commensurate with experience. Interested applicants should enclose a complete CV to Carsten Kanger or contact him at their formal application 00 443 12 12 Saturday 10am to 6pm.

**BARCLAYS BANK PLC**  
BARCLAYS BANK PLC Frankfurt Branch  
Frankfurt am Main, D-60323 Frankfurt/M.

صدا من الامل



# Standard setting not the panacea for all ills

Gerry Acher argues that business life is too complex for prescriptive rules to override personal judgment

Today, the Accounting Standards Board has published FRS 5, the standard primarily designed to curb off-balance sheet finance. It is how accounting judgment is rapidly taking place in prescriptive rules.

By comparison with earlier standards - SSAP 16, which introduced current asset accounting and an entirely different system of profit measurement - this standard is of considerable length, albeit much in the form of application notes.

Business is far more complex than the one dimensional approach of the entry bookkeeping. Very few accounting rules can be expressed in black and white. The function of the accountant is to communicate the colourful reality to a particular audience in an honest way that makes sense to them and enables them to make informed decisions.

The process of standard setting started innocently enough more than two decades ago. Because of the complexity of business, it was possible to adopt a number of completely different, but arguably equally acceptable, ways of looking at the same result. Some narrowing of the range was desirable.

But this perfectly reasonable process is increasingly in danger of transformation into an ever expanding "cook book" in which it is more important to observe the rules than it is to get the message across.

One has only to look at the example of the leasing standard, SSAP 31, and the distinction it makes between finance leases (which feature on the balance sheet) and

operating leases (which do not). What it actually says is that the criteria for a finance lease should be presumed to apply if the present value of the minimum payments amounts to "substantially all" the fair value of the leased asset. It says that "substantially all" will normally mean 90 per cent or more. In practice, the figure is as an almost insurmountable barrier, almost impossible to breach. This is not a judgment, it is an audit, in all about.

The US experience of goodwill is another example of the way in which a detailed standard degenerates into a mechanistic approach. Under the GAAP, goodwill is capitalised and amortised, over a period not exceeding 40 years. Of course, practically everyone gets for the longest possible period, relying on the standard for support. It has taken the Securities and Exchange Commission, a much more interventionist regulator than the UK, to have certain types of company in a shorter period.

A number of factors have contributed to this cook book situation. One could look to Brussels as a convenient bogey, with its directives and regulations, but the fault, I am afraid, is much more to do with the way with professional accountants.

The process of preparing and auditing accounts is in its nature. In many cases, there is a relationship of mutual respect between the accountant and the auditor, who are joined by a common objective of that of arriving at a balanced view of the company's performance.

In others, the process involves a

degree of tension. Management will to emphasise their success and to make their picture, in a way of the auditor's view, moderate and balanced and to ensure that a more realistic picture is presented.

It is sometimes forgotten that it is the duty of the directors to present a proper picture of their business to the shareholders. Equally, auditors have a duty to provide a true and fair view of an increasing body of standardised financial statements.

There arises a perception that as long as you comply with the standards, the accountants' view is "right" and, more dangerously, it is an estimate that if there is a rule against a treatment, then it will be acceptable. Quite apart from the fact that the standards have been by no means a comprehensive set of principles, this is an abdication of judgment. Many attempts by the standard setters to produce a comprehensive set of instructions will simply end up in a full time trap.

In the days before we had accounting standards, the "true and fair" view was paramount and weighed heavily in auditors' minds. Then, as time passed, the audit became an exercise in compliance, a checklist to be completed, the audit an endorsement of the way management and financial judgments are presented. This is totally wrong: the independent auditor's financial reports are fundamental to the efficient operation of our financial system.

I see FRS 5 as a watershed. It is not

the fault of the Accounting Standards Board. Indeed, David Tweedie, its chairman, is on record as saying that the standard was only as long as it has turned out to be because of pressure from the accounting firms. This pressure simply represents the demand from audit partners for rules which they can turn to when confronted with a difficult situation.

We can either move further towards a US system, where fair presentation simply means that accounts comply with the rules, or we can try to revitalise the process of financial reporting so that judgment has a greater role to play and the myriad facets of a business are synthesised into something more than the sum of a cook book's parts. We, as auditors, have to convince the financial community that we have the qualities to exercise the judgments required, in a proper, timely and consistent way.

I am not looking to reverse the clock. Business life evolves continually, and accounting must do so too. Today's complexities are unthought of 30 years ago. But I would much rather my intelligence was taxed and I was able to make a positive contribution to financial reporting, than my role should be reduced simply to checking that all the rules have been observed - and to hell with the result.

Can this be accomplished? The precedents are not encouraging. If we are to achieve the necessary change in attitude and approach, directors must remember their reporting responsibilities as stewards, rather than as managers, and auditors must be worthy of the respect their responsibility entails.

The auditing profession has already moved a considerable way towards its objective. As a profession, it has made mistakes in the past, but it is accounting firms putting their houses in order. I sense a new awareness of the importance of auditing even at the potential expense of new jobs at the top level.

In my firm as in others, senior partners review all accounts and give judgment on all matters. We need to build on our philosophy and encourage robustness of opinion, based on proper consideration of the facts and not on a mere technicality.

Externally, the workings of the Financial Reporting Review Panel have at least made people pause for thought, although I have to say that the way the panel's remit is phrased, and the approach it takes, is not the most effective way to go about it.

I am by no means certain that this change can be accomplished. I am more certain that if we, collectively, do not attempt to change things now, the judgement will gather ever more momentum and we will never be able to get off the path that we are presently following towards a cook book of rules, and ultimately more interventionist regulators as we have seen elsewhere.

It is up to auditors, directors and regulators to decide if they are up to making the necessary effort of will. My opposite numbers in the accounting firms, the 100 Group of finance directors and the ASB, will all have a central role to play. If we fail, we will be all the poorer as a result.

The author is head of audit and accounting at KPMG Peat Marwick

## RADYNE FINANCIAL CONTROLLER ATTRACTIVE PACKAGE • BERKSHIRE

Radyne Ltd., a member of the Radyne Holdings group of companies, and a world leader in the manufacture of Induction and Dielectric Heating Equipment, is currently seeking to appoint a high calibre Financial Controller with a systems bias.

Reporting directly to the Group Finance & Operations Director, you will be responsible for a small accounting team using a Unix integrated accounting/production system. The principle task will be to ensure the operation of the financial system of the Company through a systems approach.

Ideally you will be ACMA/ACA qualified and able to work on your own initiative. Solid experience in contract costing in a medium sized engineering company would be an advantage.

In return, we offer an attractive package. Applicants should apply in writing enclosing a Curriculum Vitae and salary expectation to: Scott Beard, Personnel Dept., Radyne Limited, Molly Lane, Wokingham, Berkshire, RG11 2PX.

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Nicholson International, established in 1985, is a highly respected international recruitment consultancy with offices in London. With further plans for expansion within the UK, we now wish to appoint an experienced consultant to join our finance team in London.

The ideal candidate will possess the following:

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This represents a truly unique opportunity to apply your existing recruitment skills within a major international group. Energy, creativity and flexibility are all qualities which will enable you to capitalise on the outstanding long-term career opportunities that exist within our group. These could be either within the UK or overseas.

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## Financial Controller Fund Management

London

A division of a leading international investment banking group, this highly respected and successful fund management house is one of the largest in the UK.

Following an internal promotion, a high calibre Financial Controller is required for one of the major operating companies within the division.

The appointed candidate will lead a small team responsible for all aspects of financial reporting and control, including the development of client fund profitability analysis and the implementation of rigorous operating controls. There will be considerable involvement with senior divisional management, and some international travel is likely.

Probably aged 30-35, candidates must:

up to £50,000 + full benefits

qualified accountants with several years' relevant experience, ideally gained directly in the financial services sector. Those in the profession with services audit experience will not, however, be considered. Candidates must combine a "hands-on" approach with the ability to appreciate strategic issues. The ideal candidate will have the flair and ability to be promoted to director level in due course.

Depending on experience, a base salary of up to £50,000 will be offered, together with a performance-related bonus and a standard banking package.

Please send a full CV in confidence to GKRS at the address below, quoting reference number Z74 in both letter and envelope, and including details of current remuneration.



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the Group Finance Director in the medium-term.

• Commercially-minded Chartered Accountant, probably in your thirties, with extensive plc reporting experience, and skilled in managing the tax and treasury function.

• Ideally a background in an international manufacturing group including positions both at operating unit level and at the centre.

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Please apply in writing quoting Ref: 736 with full career and salary details to: Nigel Bates, Whitehead Selection Limited, 45 Welbeck Street, London W1E 7HF Tel: 071 637 8736

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Processing & Engineering

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• Strong international order book.

**THE POSITION**  
• Report to Financial Controller. Member of a team covering finance, purchasing and business planning.  
• Full involvement in improving financial controls, developing management information systems and interdivisional trading relationships.

**QUALIFICATIONS**  
• Calibre qualified accountant with previous financial management experience in a large processing, engineering or manufacturing organisation.  
• Able to handle complex accounting issues. Experience of long term accounting working at the interface with management and able to build relationships.

Please send full cv, stating salary. Ref YN1488 NBS, Prospect House, 32 Sovereign Street, Leeds LS1 4BJ

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The Position: The successful candidate will audit systems at head office and affiliate companies, and participate directly in both operational, computer-based, and financial audits.

The Requirements:  
• At least five years post qualification experience acquired in an industrial environment (operational audit) or with one of the large international audit firms.  
• At least a Bachelor's Degree in Accounting or Finance from a US/European university. CPA or CA certification preferable.  
• Knowledge of specific audit methodologies and techniques, including systems-based auditing, testing methods, computer auditing and operational auditing.  
• Good interpersonal and group process skills, and the ability to communicate at all levels of management.  
• An energetic, mature and positive individual with stature and credibility, with integrity, toughness of character, and initiative.

The Offer: This unique opportunity offers the successful candidate an excellent, tax free remuneration package including a generous basic salary and allowances for dependent education, housing, transportation, life and health insurance, home leave and relocation. Salary is commensurate with experience and qualifications.

What To Do: Please send detailed resume with a recent photograph to: Director of Manpower and Training, Saudi Basic Industries Corporation, P.O. Box 5101, Riyadh 11422, Kingdom of Saudi Arabia.

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The company manufactures and distributes premium quality branded goods worldwide, is profitable, and is the market leader in its sector in this country. UK turnover is currently £200m. Following a review of the organisational structure and effectiveness of the finance function, two new positions have been created offering exceptional opportunities for qualified accountants. Both will report to a main board level.

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• Working closely with the sales and marketing departments for multiple and specialist retail and wholesale accounts to deliver growth and profitability improvements across the customer management team.

• Analyse financial and customer profitability, pricing policies, and implement control processes and systems.

• Probably a graduate (possibly MBA) with at least ten years commercial experience in a blue-chip FMCG environment. (Ref 730)

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£45/50,000 + CAR + BENEFITS

• Working closely with operational management responsible for purchasing, manufacturing, packaging and delivery to deliver improvements in production efficiency and productivity, and reduce overheads while enhancing service and quality.

• Design and implement more effective management control systems and financial systems. Co-ordinate strategic planning, budgeting and monthly reporting.

• Probably a graduate ACMA with at least ten years manufacturing industry experience including in larger organisations which have well developed systems and procedures. (Ref 731)

Both positions call for strong teamworking skills, with high levels of initiative, self-motivation, tenacity, persuasiveness and career development opportunities are available.

Please apply in writing quoting the relevant reference number with full career and salary details to: Nigel Bates, Whitehead Selection Limited, 45 Welbeck Street, London W1E 7HF Tel: 071 637 8736

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## Senior Product Controller - Derivatives

### Hong Kong

Our client is a major force in investment banking globally - pre-eminent in the creation, trading and distribution of securities and derivative products and a leader in risk management. Success built on financial acumen and capital strength is re-enforced with a strong focus on client relationships.

There is a requirement for a high calibre individual to join the controllers team in Hong Kong. The control function is pivotal to the organisation and works in close partnership with traders, sales people and operations teams, advising on the pricing, and profitability of complex financial instruments.

The individual should be a qualified accountant with a strong knowledge of derivative instruments and be stimulated by the intellectual challenge of working with complex products and not afraid to use their initiative.

### Substantial package

A knowledge of Hong Kong and the Asia Pacific region is required.

Confidence, assertiveness and the ability to rapidly establish credibility with the trading floor are key to success in this role. Excellent communication and interpersonal skills and attention to detail are pre-requisite.

The competitive remuneration package includes a merit based bonus scheme and a housing allowance if appropriate. This organisation prides itself on attracting outstanding individuals and the career opportunities are excellent.

For further information in the strictest confidence, please send your resume to: Raj Munde, quoting reference number 9/1678, to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, call on 071-240 1040. Fax: 071-240 1052.

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INTERNATIONAL

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This firm is one of the world's premier full service investment banking and securities houses. They are leading players in all major markets with particular strength in the trading of fixed income and innovative FX products including the associated derivatives.

Reporting to the European Financial Controller, the head of the regulatory section fulfils a particularly high profile and proactive function significantly beyond that normally associated with regulatory reporting.

In addition to managing a small team responsible for the preparation of the returns to the various bodies including the SPA, you will act as the interface between the front office and the regulators. The traders refer all the more innovative and complex deals to the regulatory controller for assessment. You will work with them in structuring the deals appropriately and negotiating where necessary with the regulators over the interpretation of the capital adequacy rules.

### c£50,000 + Banking Benefits

You will either be fulfilling a similar role in a recognised institution but looking for a more genuine level of business involvement or a qualified ACA at Manager level within the profession with significant exposure to capital markets and the associated regulatory issues.

This position should not be seen in an administrative form filling context. Rather, it is an outstanding opportunity to join one of the best known names in the securities markets in a creative role that actively influences the day to day trading of the bank. You will be involved in the latest developments in the capital markets whilst also building on your financial and management skills.

For further information in the strictest confidence, please send your resume to: Tim Musgrave, Ref: 9/1571 at Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 071-240 1040. Fax 071-240 1052.

**Morgan & Banks**  
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This has an opportunity for a qualified ACA, able to use vision and experience to formulate a structured and focused marketing approach to understanding buyer behaviour. Your role will be to develop superior products which are strategically and tactically positioned to gain a sustainable competitive advantage. You will be required to meet strict deadlines and show an awareness of client and business impact.

The successful candidate will have at least five years' post-qualification experience and a knowledge of international securities markets. Your background will, ideally, include exposure to fund accounting and the structuring of funds to maximise efficiency as well as business strategy and planning experience. You will certainly be keen to develop classic marketing skills. The ability to communicate effectively is essential.

We offer a salary of around £45,000 plus bonus plus comprehensive including company car, mortgage and non-contributory pension plan. There are excellent career opportunities within Citibank Securities throughout the world.

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Vice President  
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Cottons Centre,  
Hays Lane,  
London SE1 2QT.  
Alternatively, you may  
fax your cv to us on our  
confidential number:  
071-234 5279.

## Finance Professionals

### Watford

Cadbury Beverages Europe (CBE) is part of Cadbury Schweppes Plc, a world-wide group of companies which manufactures confectionery and soft drinks in over 100 countries. CBE is responsible for the manufacture and marketing of a variety of soft drink brands for Continental Europe through joint ventures, distribution arrangements, and the company's own bottling operations. The brands include Schweppes, Gini, Sumkist, Malvern, Canada Dry, Oasis and Trioxanthus.

#### Financial Controller

The financial controller will work closely with the franchise team providing financial and commercial management for the franchise business which covers ten countries. This is a highly commercial role and will involve formulating strategies for growth and development of the business. Ref: 9/1678.

#### Treasury Manager

The treasury manager will provide a full treasury and tax service to the region. This includes advising operating companies on treasury management, monitoring and managing cash flows and exposures and working closely with group tax and treasury managers on strategic issues. Ref: 9/1669.

### c.£35,000 + benefits

#### Financial Planning Manager—Spain (ex-pat package)

The position, after an initial induction period in Watford, will be based in Madrid. Working closely with the Finance Director, the individual will have responsibility for providing and analysing financial information for planning, reporting and project evaluation for the operations in Spain. Fluent Spanish is a pre-requisite. Ref: 9/1680.

The ideal candidates will be qualified Accountants with a strong academic background, aged between 27 and 33, with at least two years commercial treasury experience or five years commercial accounting experience. A second European language would be a distinct advantage. The individuals should also have excellent presentation and communication skills and show the energy and enthusiasm to thrive in a challenging environment.

The package will include a salary dependent on experience, a company car and a company performance related bonus. The career opportunities within the group for high calibre individuals are outstanding.

For further information in the strictest confidence, please contact our advising consultant Raj Munde on 071 240 1040. If you prefer, send your resume quoting the appropriate number to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN.

**Cadbury Schweppes**

## Financial Controller

North West

c£35,000 package, car, benefits

Decentralisation of c£100 million turnover division of well established UK plc creates need for commercial finance professional. Key role to support Managing Director and complement existing management in profitable, expanding, c£10 million turnover subsidiary engaged in importing and distribution of consumer products.

#### THE ROLE

• Report to Managing Director with functional responsibility to Divisional Financial Director. Total responsibility for Financial Management of discrete brands. • Enhancement of Management Information Systems to support executive decision making and impact upon profitability. • Total involvement in commercial and strategic decision making process.

#### THE QUALIFICATIONS

• Graduate Qualified Accountant. Late twenties/early thirties. Self motivated with high degree of commercial acumen and potential to progress quickly to Board level. • Previous experience of profit centre responsibility in branded goods environment preferably with sound appreciation of legal requirements of concessions. • Ability to promote change coupled with strength of character to deliver.

Please reply in writing to BHM Search & Selection 4th Floor Emco House 5/7 New York Road Leeds LS2 7PL enclosing a full curriculum vitae and quoting Reference BHM 10071. Telephone 0532 467033. Fax 0532 467034.

**BHM**  
SEARCH & SELECTION

## Management Accountant

South Hampshire

c£26K, car + benefits

Our client is a contracting and construction company serving the South West of England and is a subsidiary of a major UK construction group. Over many years, it has developed an excellent reputation which enables it to deal successfully with multi-million pound projects as well as small schemes. As a result of a growing order book and confidence in the future of the region, the company has decided to establish a new position of Management Accountant reporting to the Regional Finance Director.

The new Management Accountant will be responsible for the preparation of monthly management accounts, conduct profitability and variance analysis, prepare budgets and be responsible for the development of innovative management reporting procedures. An involvement in the day to day accounting procedures will also be required.

The ideal candidate will be ACMA/ACCA qualified, aged late 20's with 2 to 3 years commercial post qualification experience in a practical, hands-on environment. Applicants must be results-orientated, bright and robust. Familiarity with computerised systems and spreadsheet applications is essential.

Please write in confidence, enclosing career history and salary history. Tony Saw, quoting reference W2724.

**KPMG**

Selection & Search  
1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

## HEAD OF ADMINISTRATION

Expanding City firm of headhunters seeks to appoint a Head of Administration who will take over the day-to-day running of the company from the Managing Director.

The person appointed will be a chartered secretary/accountant, computer literate, a graduate and within the age range 35-45. Experience of working within a partnership style firm is desirable. An outgoing personality, tact and the ability to work in and contribute to a team environment will be vital.

The remuneration will be competitive and should not be a limiting factor for the right candidate.

Please write to

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#### THE POSITION

- Reviewing all airline operational areas to minimise exposure to financial risk.
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- Detailed and "hands on" whilst supplying a professional overview.
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#### THE PERSON

- Qualified A.C.A. with a background in auditing large organisations.
- Must have significant commercial experience outside of the profession, ideally within a similar role.
- Analytical with a detailed knowledge of systems.
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- Able to spot the incremental solution when appropriate.

**WEST SUSSEX**

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per annum

+ Benefits

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Please write with your cv to Paul Barry, CTO Financial Recruitment, J.P. Morgan, 60 Victoria Embankment, London EC4Y 0JP.

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Financial Services

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### THE COMPANY

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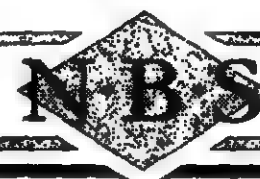
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### QUALIFICATIONS

- High achieving, graduate ACA, aged 35-45, with background.
- Broad financial management experience from tightly controlled organisation, preferably in financial services.
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Please send full cv, stating salary, Ref LN1599  
NBS, 54 Jermyn Street, London SW1Y 6LX

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## Regional Tax Manager

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We are a large group, one of the key players, worldwide, in our spheres of operations; and thoroughly international but with particularly strong operations in the UK, mainland Europe, North America and Asia.

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Likely to be in your 40's with a relevant professional qualification, you will be commercially astute, and well able to communicate complex tax issues effectively to non-tax colleagues. Sound experience, both UK and continental, is absolutely essential - while experience further afield would be a bonus. Proven knowledge of re-constructions, mergers,

acquisitions; and some dealings with finance structures are also needed, whilst experience of dealing/negotiating with various Revenue authorities would be most helpful.

You must have strong linguistic abilities (fluency in English plus command of other languages, preferably including Dutch) and be prepared for extensive travel. In so many ways, this is a thoroughly international, and particularly European role 'sans frontiers', and we are keen to maintain the international 'feel' to our team.

A convincing personal style; a free-wheeling lateral thinker; a 'rolled-up sleeves' approach; proactive; self-disciplined: this is the style that will mesh well with us. If this is you, and you fancy a move to London (or indeed, if you are already here), write to our advising consultant, Hannah Davidson quoting reference H/1446/FT. Alternatively, call him for an informal and totally confidential conversation.

Executive Search & Selection, Price Waterhouse,  
Milton Gate, 1 Moor Lane, London EC2Y 9EP.  
Tel: 71 989 6312, Fax: 71 638 1558.

## FINANCIAL PLANNING ANALYST

North London

£20,000 + Bonus  
+ Benefits

This major UK retailer comprises several well known names and boasts sales in excess of £1bn. It prides itself on the ability to interpret demand and anticipate change. It leads the marketplace through loyalty and quality personnel.

The Financial Services division is an integral part of the group, contributing to its overall profitability.

The company seeks an outstanding individual to identify profit improvements and input financial expertise to management decision-making. The position reports to the Financial Planning Manager. You will play a key role in determining the success and profitability of new areas and product lines. This will include pre- and post-marketing campaign analysis, together with forecasting and budget schedules to highlight areas for continuing improvement, along with ad hoc project work.

The successful candidate will be a recently qualified ACA with first time passes from a 'Top 6' firm, and also possess a good honours degree. You will demonstrate first rate analytical and interpersonal skills combined with a task orientated and motivated approach. You will also seek a fast track career opportunity within a quality business.

Interested candidates should contact Brian McCreery at Harrison Willis on 071 629 4463 (081 1068 evenings/weekends), or send a full CV to the address below (fax 071 629 3937) quoting B/M 304.

### HARRISON WILLIS

FINANCIAL & LEGAL RECRUITMENT CONSULTANTS  
Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463  
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

### GROUP FINANCIAL CONTROLLER

Reverse takeover... Recently quoted Plc

Bristol

UK Safety plc was formed in May 1993 as the result of the reverse takeover of Television South West plc (TSW) by UK Safety Group Ltd (itself created as a result of an MBO in 1988). Already a leader in the expanding personal protective equipment market the new company is committed to business development, organically and by acquisition.

This new role, reporting to the Group Finance Director, requires a high calibre accountant aged under 40 with previous manufacturing experience preferably in high volume production. Based at group headquarters in Bristol you will have responsibility for coordinating monthly results from the four trading divisions, liaising with local management, reviewing their performance and ensuring all internal controls are

operating efficiently. A sound systems understanding of networked PCs is essential as is the ability to communicate effectively with internal management and external advisors. Strong interpersonal skills and the drive and commitment to work within a small dedicated team are critical.

Having achieved the first phase of its development from MBO to public quotation... the business now has the platform for real growth and prospects for both the company and the individual are therefore outstanding.

To apply please write with a full CV and references to: Mr Tom O'Neill, HRM, UK Safety Group, 1283, Bristol, BS1 6JL. Tel: 0117 925 1234. Fax: 0117 925 1235.

## Director Of Finance

Healthcare

Midlands

£50,000 Package

As a major purchaser of healthcare services, our client is responsible for securing the most possible health for its residents within the available resources. Managing a purchasing resource in excess of £170 million, the focus is on obtaining full value for money from healthcare providers and on achieving the highest standards of quality and service.

Reporting to the Chief Executive, your role is fundamental in meeting the organisation's objectives and financial targets. You will be involved in corporate and financial strategy, and in the development and management of effective financial policies and systems in order to achieve the business plan.

To be considered, you must be a qualified accountant who has operated in a senior management position in a large organisation for at least four years. Being a results-orientated professional you should possess excellent motivational and communication skills. Age is not an issue, but candidates who are less than 35 years are unlikely to have the required levels and depth of experience. Of particular interest are those applicants who have an understanding of the purchasing and contracting process. In addition, you must be a clear and objective thinker who has the ability to quickly instil confidence and credibility.

Interested candidates should submit a CV, in confidence, to James Thompson, Hoggett Bowers, Amethyst House, Spring Gardens, London W1A 0BT, 061 832 0445, Fax: 061 832 0089, quoting Ref MJT/3860/FT and indicating full salary details.

**Hoggett Bowers**

EXECUTIVE SEARCH AND SELECTION

## Outstanding Opportunities - UK Stockbroker

Newly/Recently Qualified ACAs to £30,000 + Bonus + Benefits

Our client is a leading corporate stockbroker with an excellent reputation for research and quality of service.

In recent years they have undergone a significant period of development and they are now seeking to strengthen their operations division by the recruitment of four additional staff.

You will join their Management Development Programme where the emphasis will be on you acquiring skills in a wide range of areas through a high degree of ad hoc project work. You will be part of a multidisciplinary team, initially, gaining exposure to several of their key operational areas.

Your success and personal development will then lead to a long and varied career within the organisation.

Candidates will be qualified accountants with up to two years post-qualification experience who are still in Public Practice, alternatively, working in a commercial environment. Financial services experience is not essential as the emphasis will be on team players with strong interpersonal skills and the ability to work well under pressure.

These are excellent opportunities to fully develop your potential in a supportive, exciting environment.

Interested applicants should contact

Andrew Fisher, Parkwell Management Consultants Ltd

3 Catherine Place, Westminster SW1E 6DX Tel: 071 233 5207 Fax: 071 5205

## BBC TELEVISION Assistant Production Accountants

BBC - DRAMA - GROUP

BBC Drama is a major source of drama output, with productions ranging from *EastEnders* to *Screenplay* and *Middlemarch* to *The Sapper*. As part of a fundamental reform programme they are in the process of improving financial control and reporting on their productions.

Assistant Production Accountants will support Production Accountants on individual productions. With a wide-ranging job description successful candidates will assume responsibility for the following:

- Maintaining the financial records of the production as well as assisting in the monitoring of all areas of production expenditure.
- Producing accurate and timely financial information for the Production Accountant.
- Ensuring correct calculation of payments and the prompt processing of transactions.

The successful individuals will possess relevant production accounting experience or have a genuine interest in the financial and budgetary control of both TV and feature film production. A recognised accounting qualification, whilst beneficial, is not essential, but first class book-keeping and communication skills and the ability to liaise effectively with production staff are vital.

Salary according to qualifications and experience. Based West London.

For an application form and further details send a postcard (quote ref. 14973/P) by April 26th to BBC Recruitment Services, PO Box 7000, London W12 7XZ. Tel: 081-749 7000 Minicom 081-752 5151.

Application forms to be returned to Jan Vank at Marks Sattin, 18 Hanover Street, London W1R 8HG by April 29th.

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FINANCIAL RECRUITMENT CONSULTANTS



**CJA** RECRUITMENT CONSULTANTS GROUP  
2 London Wall Buildings, London Wall, London EC2M 5PP  
Tel: 071-588 3588 or 071-588 3576  
Fax No. 071-588 8501

An exacting and demanding position with strong promotion prospects. Prospect of stock options

**ALPS GROUP TAXATION MANAGER**  
**CONTRACTING SERVICES**

CENTRAL LONDON Circa £95,000  
BRITISH MULTI NATIONAL SERVICES GROUP, T/O IN EXCESS OF £3 BILLION

We invite applications from candidates aged 35-48 either F.C.A. or with a University degree who ideally will have achieved at least 5 years practical Inland Revenue experience, and not less than 4 years in Corporate Tax at a senior level within a multi-national organisation, preferably in the contracting services sector. Reporting will be to the Head of Treasury and Taxation. Responsibilities will cover overall responsibility for the management of the Group's tax affairs and provision of tax services to all group companies through a tax team in the UK and overseas. There will be an initial emphasis on streamlining to ensure optimum use of resources, and the provision of sound advice on International tax and its implications. Tenacity, intellectual capacity, the ability to achieve deadlines, and operate effectively in a fast moving commercial environment is important. Initial salary negotiable circa £95,000 + contributory pension, health cover and other large company benefits.

Applications in strict confidence under reference CTS233/FT to the Managing Director: ALPS

**TONER GRAHAM**  
ACCOUNTANCY  
SPECIALISTS

**TAXATION AND TREASURY CONTROLLER**  
SOUTH MIDLANDS c£42,000 + BONUS + CAR

Our client is a major subsidiary of the largest consumer products group in the world. With a UK turnover in excess of £1/2 billion, an explicit commitment to growth, both organically and by acquisition, and an exceptional range of branded products, the company is well positioned to capitalise on market opportunities in the future.

Following an internal promotion and restructuring, a key opportunity has arisen for a quality finance professional within the UK Office. Reporting to the Group Finance Director responsibilities will be challenging and varied including: control and management of all taxation, treasury and pension fund and support on acquisitions and divestments.

Successful candidates will be qualified accountants with a rudimentary experience of UK taxation and treasury management, preferably acquired in a sophisticated, multinational organisation. Excellent communication skills, a high level of initiative and the ability to think incisively are key qualities.

In return the company offers an attractive package including negotiable salary (based on experience), performance related bonus and full relocation assistance if required. Equally important is the opportunity to join an extremely dynamic and successful group where advancement is based on ability and merit.

Interested candidates should write, enclosing a comprehensive C.V. in the strictest confidence, quoting reference RST21

Paul Toner at Toner Graham,  
8 Imperial Square,  
Cheltenham, GL50 1QB.

**Finance & Administration Director**  
**Professional Services**  
Central London

c.£45,000 + Bonus + Benefits

Key role for a progressive, inquisitive finance professional within strategic management team of UK market leader.

**THE COMPANY**  
Autonomous £10m division of fully quoted £70m British plc. Blue chip client base.  
Outstanding growth record. Expanding in UK into continental Europe.  
Focused, entrepreneurial consulting business with exceptional quality ethos.

**THE POSITION**  
Formulate and implement policy.  
Create innovative information systems support sustained development and prudent management.

Full responsibility for finance, accounting, IS and personnel supported by a small, efficient team.

**QUALIFICATIONS**  
Graduate chartered accountant. Possibly an MBA.  
Particular expertise in financial controls, gained in a top class business.  
Well developed analytical and commercial skills.  
Strong IS bias. Hands-on.  
Effective communicator. Energetic and ambitious.

Please send full cv, stating salary. Ref N88FAB  
NBS, 54 Jermyn Street, London SW1Y 6LX

London 071 493 6392  
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**Assistant Controller**  
**International Operations**  
London c£33,000 + bonus + car

A major multinational client is the world's leading supplier of information services on the IT market. It specialises in publishing, research and expositions and operates in 60 countries worldwide.

This is a key role in the International Controllers Office, based in Central London. Part of a small high-profile team, maintaining control over all the businesses globally. North America, the successful candidate will work closely with subsidiary Controllers and ensure accurate and timely financial reporting. Key duties will include financial analysis and review, preparation of cash statements and balance sheet consolidation work. You will travel regularly to review on-site controls, conduct ad-hoc investigations and participate in business development activities.

Candidates should be Chartered Accountants in the late 20s/early 30s, with sound experience of financial reporting, ideally gained in an international environment. You should be a self assured team-player, who has responsibility with limited supervision and who is experienced in the use of PCs. This varied international role will suit someone with ambition, drive and strong communication skills. It offers a flexible remuneration package and real scope for career development.

To apply please write with full CV and current salary package to Paul Carvosso, P.O. Box A54D32, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

**MSL International**  
CONSULTANTS IN STRICT CONFIDENCE

**International Finance Manager**  
**Outstanding ACA**  
**London**

c£45,000 + Car + Excellent Benefits

Our client is an international market leader in its service sector, with a truly global network of offices throughout North America, Europe and the Asia/Pacific region. Its reputation for quality of service and employment of state of the art systems technology has secured its leading market position for decades.

There currently exists within the organisation, the opportunity to augment the management team with the appointment of a high calibre ACA. Reporting to the Director of International Finance in New York, the role offers full responsibility for the finance functions of the UK and German offices. Key elements of the role will include general accounting issues, financial planning and analysis and control of all tax and treasury matters. As part of the general management team in these locations, the successful applicant can expect real involvement in commercial issues outside of the financial arena, whilst maintaining day to day control of the finance function. This is an extremely broad role, offering real challenge and experience at a senior level.

The opportunity will appeal to a high calibre graduate ACA with a proven track record in a 'Big 6' public practice firm. Applicants may already have made an initial move into commerce. A background must have produced prior in-depth experience of working within an international service orientated organisation. Strong academic and technical skills are prerequisites, as is the ability to liaise with professionals at the most senior levels and the self-confidence to work with minimum supervision on complex international projects. Due to the success of our client is experiencing, the successful applicant's future may lie in an international role arising from either organic or acquisitive growth.

The rewards will include an attractive basic salary, company car, excellent benefits package and the opportunity to develop a stimulating career within this high profile international group.

For further information in strict confidence, please forward a brief resume to Robert Walker or David Craig at our London office, quoting reference WY2411.

**WALKER HAMILL**  
Executive Selection

29-30 Kingly Street  
London W1R 9LH  
Tel: 071 287 6285  
Fax: 071 287 6286

**CHRISTIE'S**

**UK Chief Accountant**  
**London**

ACA/ACCA/CIMA  
27-32 years

Founded in 1766, and publicly quoted since 1973, Christies International Plc is one of the world's leading fine art businesses. With representation in over thirty countries globally, the group achieved 1993 sales of £728m, and continues to expand. The company culture is both competitive and entrepreneurial, with the focus on the provision of superior client services.

There now exists a requirement to augment the management team of the main UK auction company (sales c.£200m) with the recruitment of a Chief Accountant. Reporting to group level and controlling a team of 19, the appointee will be primarily responsible for all aspects of financial control and reporting. This proactive role will also involve significant exposure to senior operating management.

The ideal individual will be a qualified accountant, aged 27-32, with a record of achievement in managing staff in a commercially orientated environment. Experience of producing statutory, financial and management accounts is essential. Computer skills should include spreadsheets, report writing and maintenance of computerised ledgers. The abilities to liaise with professionals at a senior level, impartially assess operational issues, motivate and enhance the performance of the existing finance function, and constantly adapt in a fast moving environment are essential.

The benefits include an attractive remuneration package, and the opportunity to develop a stimulating career within this rapidly developing international group.

For further information in strictest confidence please contact Brian Hamill or Robert Walker on 071-287 6285. Alternatively, forward a brief resume to our London office quoting reference BH 991.

**WALKER HAMILL**  
EXECUTIVE SELECTION

29-30 Kingly Street  
London W1R 9LH  
Tel: 071-287 6285  
Fax: 071-287 6286

**MAJOR UK FINANCIAL INSTITUTION**  
**FINANCIAL CONTROLLER**

c.£300,000 pa + banking benefits • Paris-base

Our client, a major UK financial institution with offices in the UK and Europe, is seeking a Financial Controller. Reporting to the European Financial Controller in London, your prime responsibilities will be the control and review of all management information provided in the UK, the production of quarterly financial reports and the monitoring and appraisal of performance. You will be qualified with about 10 years' post-qualification experience, ideally with experience of financial reporting or management accounting in the finance sector.

A high calibre professional, you must combine excellent communication and analytical skills with the credibility to gain the confidence of senior management. Fluent French and a knowledge of PC applications will also be required in this challenging post.

To apply, please write with your CV, stating any company to which your application should be sent, Alastair Lyon, Confidential Reply Handling Service, Ref: 867, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

**ASSOCIATES IN ADVERTISING**

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appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.  
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on  
071 873 4054

**FINANCIAL CONTROLLER**  
**WATERLOO** £27,000 "contributing to the successful development of the South Bank"

Coin Street Community Builders (CSCB) is a not-for-profit organisation which provides 'public service' and all profits put to this purpose rather than distributed. In 1984 it bought 13 acres in London's Waterloo area (between Waterloo and Blackfriars Bridges). Since then it has organised the demolition of derelict buildings, the completion of the South Bank walkway, the laying out of a new riverside park, the creation of Gabriel's Wharf market and the building of Mulberry Housing Co-operative. A further co-op is being built at Broadwall and Oxo Tower Wharf is being redeveloped for mixed use. CSCB is also involved in wider South Bank and London initiatives.

CSCB now wishes to strengthen the finance team by appointing a Financial Controller. Reporting to the Finance Director, the postholder will assist in the provision of timely management information to ensure that the financial affairs of the business are undertaken efficiently and within agreed policies and budgets. Specifically this will include the preparation of financial and management accounts on a periodic basis, cashflow projections, budget variance commentaries and generally supervising the accounts function.

Applicants for the position should be qualified accountants, probably with a minimum of two years post-qualifying experience and be well versed in all aspects of financial management. They should be systems literate and be able to provide a sound commercial input into the finance function. The ability to relate at all levels and the possession of first class communication skills, orally and in writing, are essential to the appointment.

Interested candidates should write enclosing a detailed curriculum vitae outlining their suitability to the position together with salary details and quoting reference: JC490 on the letter and envelope to Jeff Conrell, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH (all correspondence will be dealt with directly by the client).

"CSCB aims to be an equal opportunities organisation and all staff are expected to share this commitment"



## Finance Director

London

£50,000 + Bonus + Car

Our client is a rapidly expanding \$50 million turnover, highly profitable European division of a US corporation which develops, manufactures and markets premium branded consumer products in the cosmetics, toiletries and fragrances sector. An ongoing commitment to innovation and quality has established the business global leadership in a highly competitive market.

The Finance Director will be responsible for all aspects of financial management, systems development, planning, international treasury, taxation and the maintenance of an effective interface with the US parent company. Particular emphasis will be given to strict control of working capital especially concerning cash flow, standard costing and inventory issues. As a member of the senior management team the

overriding requirement is to provide a commercial and strategic contribution to the long term, profitable growth of the business.

Candidates, aged 32-45, will be graduate, qualified accountants with a proven record of senior management experience gained in an FMCG, manufacturing environment. Excellent communication skills, strong computer literacy and a flexible approach to business management will be essential. This is a young, dynamic company requiring total commitment and action rather than delegation.

Applicants should forward a comprehensive CV by the closing date 21st April, 1994, quoting ref 185623, to Mark Hurley ACMA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leamington Spa Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Finance Manager

West End

£35,000

Our client is a family run investment management company providing innovative investment management strategies and advice.

Due to growth in the portfolio the company is creating a new position, Finance Manager, to proactively run the treasury management function.

Responsibilities include:

- Overview and report on performance of fund managers.
- Optimise worldwide cash management.
- Maintain global hedging.
- Maintain and develop external relationships to maximise investment performance.

- Continuously review performance to produce innovative strategies for future growth.
- All aspects of IMRO financial compliance.

The ideal candidate will be a chartered accountant aged 27-35, with a strong understanding of treasury products. As a self starter the individual will also demonstrate excellent communication skills and a proactive attitude to this key appointment.

Interested applicants should forward their details to Jonathan Williams at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leamington Spa Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Ambitious ACA - Money Markets

City

£ Excellent Package

Our client is a prestigious UK merchant bank providing merchant banking and investment services to clients worldwide.

Due to internal reorganisation, there is now a need to recruit a qualified ACA to join one of the divisions within the financial control department. The role will involve managing a small team responsible for the product accounting support for all currency and interest products, including derivatives.

Main responsibilities include:

- Management of the team
- Liaison with dealers and counterparties
- Dealing with day-to-day accounting
- Daily profit reporting and monthly management accounts
- Assessing systems, reporting control and valuation implications of new products.

The successful candidate for this role will be a qualified ACA with 18 months relevant

qualification experience, but there is scope to consider a senior individual. It is likely that the candidate will have gained relevant experience from either a merchant bank or investment banking product accounting environment, or alternatively from the corporate treasury department of a major PLC. However, those candidates who have gained appropriate experience within the profession will be considered.

Most importantly, the ideal candidate must be an intelligent and flexible individual with good interpersonal skills who can demonstrate the maturity to take on staff management responsibilities, as well as liaison with all levels of the organisation.

For the right individual, this role will offer both variety and an unrivalled career progression. Remuneration will be flexible depending on level of experience, but will be commensurate with the role. Interested applicants should forward their curriculum vitae to Stephanie Warren at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leamington Spa Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Finance Manager

Surrey

c £32,000 + Car + Benefits

Our client is a leading multi-national corporation involved in the manufacture of medical products and technology. A dynamic business that builds on a record of many years of exceptional growth, with sites throughout the world, the company operates from a position of considerable strength.

The UK company, with a turnover of £25 million supplying the UK and overseas markets, has an opportunity for a Finance Manager to join the operation. Reporting to the UK Finance Director, responsibilities include:

- Financial control of the operations, profitability and assets of the company.
- Providing timely and accurate management and cost accounting information.
- Effective monitoring of the business and providing proactive financial and commercial advice.

The successful candidate, aged between 28-36, will be a qualified accountant of high calibre with sound commercial accounting experience. Previous exposure in a manufacturing environment, coupled with management skills is essential.

Successful applicants must be ambitious, demonstrate an enthusiastic and outgoing personality, and the desire to broaden their responsibilities into non-financial areas. Excellent career opportunities for the right candidate.

Candidates interested in this challenging opportunity should apply immediately by sending a full curriculum vitae to Angela Webb at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH. Tel: 0753 456111.



Michael Page Finance

Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leamington Spa Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide



## European Financial Controller

Bucks

£35,000 + Car

Development Dimensions International is a human resource training consultancy with their European Headquarters in High Wycombe. With over 700 employees worldwide, they are only human resource provider to fully integrate services to build empowered organisations. Applying the highest professional standards to their products and people has enabled them to achieve worldwide success and market leadership.

This position represents a rare opportunity for an ambitious accountant and requires an individual who is determined, innovative, possesses excellent motivational skills and the ability to influence others through the provision of sound and practical commercial advice.

Reporting to the European Vice President, responsibilities will include:

- Provision of first class day to day commercial and financial control.
- Proactive management of the financial reporting process.
- Membership of the management team responsible for the strategic development in Europe.

- Developing the organisation's management and control information.
- Interacting with both local and overseas colleagues in a mature and effective manner, building rapport and respect.
- Managing the company's administrative and personnel resources.
- Executive liaison with their senior management.

The successful candidate will be a computer qualified accountant with at least four years PCE who can demonstrate excellent interpersonal skills, commercial awareness and the ability to manage people effectively. You will possess the ability to succeed in an informal but professional environment and the ability to work collaboratively in a dedicated team. Knowledge of accounting standards and reporting requirements will be a distinct advantage.

Interested applicants should write, enclosing a comprehensive curriculum vitae to Frances McCutcheon at Michael Page Finance, 1 Beccles Street, Eton, Berkshire SL4 6BW. Telephone 0753 456111.



Michael Page Finance

Specialists in Financial Recruitment

## ASSISTANT GROUP TREASURER

An Opportunity for a Young Professional

Edinburgh

c.£30,000

Christian Salvesen PLC's diverse range of companies have a combined turnover in excess of £500 million. Our geographic spread covers the UK and Europe, North America, Australasia, the Far East and Africa with subsidiaries including Distribution, Food Processing, Specialist Hire and Manufacture. This diversity involves working in a wide range of currencies and fiscal systems.

Reporting to the Group Treasurer, this challenging role will involve you in cash management, integrating forecasts and optimising cashflows, implementation of central borrowing strategies and foreign exchange exposure management and dealing. You will provide treasury advice to all operating companies and become involved in ad-hoc treasury related projects.

A graduate and a qualified accountant you will ideally be a member of the Association of Corporate Treasurers or working towards membership. Your 3 years Treasury experience will probably have been gained in an industrial environment where you will have developed commercial awareness together with the ability

to rapidly prioritise the day to day requirements of the role. Well-honed communication skills are essential as you will be in regular contact with Senior Operations Managers, Foreign Exchange Dealers and Banks.

Salary is negotiable around the £30,000 level and includes private healthcare, pension and life assurance schemes together with relocation assistance to the Edinburgh area which offers reasonably priced housing, capital city social amenities and good quality schooling.

To apply, please send a full CV to: Louise Clarkson, Recruitment and Development, Christian Salvesen PLC, 50 East Warriston Avenue, Edinburgh EH4 1EQ.



Christian Salvesen  
Success through Service.

## FINANCE DIRECTOR - PLC

High Profile Finance and Administration

Central England

Package to £50k

This appointment provides an exceptional opportunity for an ambitious and versatile manufacturing finance professional to join a small, highly focused plc board.

World renowned in its market, this engineering business has successfully met the challenges of deep recession. It now has the equally demanding financial management task of profitable and soundly financed market-driven worldwide growth.

You will report to the Managing Director. Your prime tasks will be the provision of tight financial control and the rigorous evaluation of both strategic and tactical options. In both areas you will personally underpin confidence among key institutions. Additionally, the Secretarial and Treasury functions are within the remit, as is membership of the Pension Fund Board of Trustees.

An FCA with an operational perspective, you will have vision and expertise to fully capitalise on recent IT

investment. You must also have the robustness and confidence to add value to a team already noted for its management skills.

Your experience must include direct involvement in all the key areas described above. It is therefore probable that you already have 3-5 years experience at F.D. or Controller level in an industrial plc. A second European language would be valued.

The package, as indicated, includes executive pension, life assurance, share options and full relocation support if necessary.

Please send your career details, current salary and an explanation of how your career to date provides evidence of your ability to meet the demanding specification to I.R. Day, Barnes Kavelle Limited, Cavendish House, Queen Street, Mirfield, West Yorkshire WF14 1HT quoting reference: 7022.

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### APPOINTMENTS WANTED

### FINANCE DIRECTOR/CEO

- Seeks position managing expansion of international group
- Chartered Accountant FCA with significant European management experience in service sector
- Hands-on track record
- Leadership, M&A and negotiating skills
- Excellent French, Spanish, German
- Write to Box A2003, Financial Times, One Southwark Bridge, London SE1 9HL

## GROUP FINANCIAL CONTROLLER

### Manufacturing

London/West Country

c£40,000 package

Running the finance function of a medium sized family led, multi-location group of companies with highly complex manufacturing operations, demands outstanding MIS skills. Add the fact that a dominant position is held within their specialised (consumer) markets, and that the industry is in a state of flux.

Furthermore, the company is well established and profitable and, following acquisition, is conducting a fundamental review of how to achieve its vision for the future and the systems required to secure those ambitions. The result is a particularly demanding, difficult, but stimulating appointment requiring time in both London and The West Country.

Kidsons Impey Search & Selection Limited  
29 Pall Mall, London SW1Y 5LP  
Telephone: 071-321 0336  
Fax: 071-976 1116

UK, France, Germany, Italy, Austria, Hungary, Poland, Belgium, Switzerland, Czech Republic and Slovakia

In addition to being professionally qualified, systems/computer literate, aged 35 plus with an impressive track record in a manufacturing company, your abilities to produce short term solutions to problems in advance of long term analysis opportunities are of paramount importance. Strong interpersonal skills are vital.

Please write in confidence to convince Peter Willingham to meet you. Enclose your CV including a daytime telephone number quoting reference 745.







## PROFESSOR OF ACCOUNTING

Department of Accounting and Finance  
School of Finance and Information

The professor will be required to provide academic stimulus and leadership in the Department, and to contribute to the work of the Department, School and University.

Closing date: 16th May 1994.

Applicants must have either a primary degree or a higher degree in an appropriate subject. A doctorate and/or professional qualification is desirable. They must have teaching experience in a higher education institution, and significant or substantial research output of good quality in a relevant field. Experience of attracting funds to assist research is desirable.

Salary is within the professorial range with eligibility for pension and there is an attractive package to assist with relocation and resettlement expenses.

Further particulars (please quote ref 94/FT) are available from the Personnel Officer, The Queen's University of Belfast, 111 Northern Ireland (telephone 01234 304432-46 ext 304432-46 FAX 01234 304432-46).

Committed to an Equal Opportunities policy and selection on merit, the University welcomes applications from all sections of the community. Under its affirmative action programme it particularly welcomes applications from women for academic posts. It is the right to interview only those applicants who appear, from the information available, to be the most suitable in terms of experience, qualifications and other requirements of the post advertised.



The Queen's University of Belfast

## IN CONTROL OF THE FUTURE

### Strategic roles in Business Controls

Reading



Prudential Financial Services devise, market and support a wide range of Life and Pensions products, including PEPs and Unit Trusts. Already a significant player in this market, we continually work to improve our performance in every area of our business, in line with our strategic plans for further growth.

Our newly-established Business Controls function reflects that commitment. This high-profile, influential team assess and prepare reports and recommendations to help the Business Managers establish and maintain financial, operational and technical controls.

We therefore have the following opportunities for forward-thinking professionals with powers of analysis, an ability to produce concise, precise, relevant reports and recommendations. You will need to be action-oriented, with a flexible and enthusiastic approach and the communication skills to build effective relationships within the team and with colleagues.

### Business Controls Review Manager

£35-£44,000 p.a. + Car + BUPA + Non-contributory pension

An effective motivator of people, you will lead a small team of professionals to help all business units build effective internal controls to minimise business risk. This will involve contributing to the development and maintenance of business control functions.

You should:

- be professionally qualified, ideally in accountancy
- have significant experience of staff project management in a commercial environment, ideally gained in a financial services company
- be able to demonstrate experience in reviewing complex business systems
- be able to risk and help areas of business appreciate and eliminate risk through appropriate procedures
- possess strong presentation and communication skills.

### Business Controls Reviewer

£26-£35,000 p.a.

+ Non-contributory pension

You will perform detailed reviews of procedures and systems to ensure that internal controls are identified and adequate internal controls are in place, recommending improvement where necessary and working alongside management and to implement solutions.

You will:

- have experience of internal control reviews and audits, preferably gained in insurance or financial services industry
- be professionally qualified, ideally in accountancy
- strong presentation and communication skills
- project management experience.

### Business Controls Systems Reviewers

£26-£35,000 p.a.

+ Non-contributory pension

Reflecting our commitment to the continued development and maintenance of IT systems, you will work closely with other control functions within the business to assess IT development methodology, ensure controls are built into systems and undertake reviews of computer infrastructure, operational systems and systems development.

You will need:

- be professionally qualified, ideally in computing
- current experience of systems developments and controls
- project management experience, gained from development work on mainframes, mid-range and distributed computing applications
- understand principles of analysis and development
- preferably experienced in financial services

To be eligible for a full career progression to continual performance improvement, please send a full CV to: Havercroft, Human Resources, Prudential Financial Services, Abbey Gardens, Kings Road, Reading RG1 3AH.

We are an equal opportunities employer.

## BBC TELEVISION

### BBC Drama Group

Drama is a major part of BBC output, with productions ranging from *Sweeney Todd* to *Midsomer Murders*. As part of a fundamental reform programme we are currently improving financial reporting and control on our productions by introducing project accounting systems.

### Production Accountants

Experienced Production Accountants are sought to join the department on 6 months or 2 years appointments. They will be responsible for providing financial and practical support to the Producer and Associate Producer on a particular production, assisting in the preparation of a production budget and budget. They will manage the financial systems of the production in line with policies and practices specified by the producer and the BBC, supporting the Producer in his/her reporting obligations to the Drama Group, including the regular submission of recognised and other reports.

Applicants should have a thorough knowledge and understanding of Television/Film production. They will need a demonstrably high level of accuracy and proven book-keeping skills; the ability to maintain trial balances and prepare production accounts in accordance with current accounting principles and the ability to monitor foreign currency expenditure. Experience of computerised accounting systems would be an advantage.

Candidates need to be able to demonstrate effective working relationships with a range of Production and Management staff, demonstrating excellent communication skills including the ability to explain procedures and financial information as necessary.

(Ref: 14998/F)

### Cost Controllers

We are seeking a number of Cost Controllers to join the department as soon as possible. They will be responsible for assessing the financial viability of production ideas and ensuring the maintenance of sound financial arrangements with in-house and external production companies in order to ensure compliance with the standards of quality as set by the Editorial Heads. They will ensure that approved production budgets are financially managed in the most cost-effective manner throughout the production process.

Candidates must have a thorough knowledge of production processes, financial and technical requirements for in-house, independent and co-produced projects ideally gained through at least two years experience in a similar role in an equivalent role. They must have a recognised accounting qualification or a demonstrably equivalent proficiency gained from experience. The ability to keep abreast of technological, professional and working practice changes is essential. They must have a knowledge of the broadcasting regulatory and contractual framework including all relevant statutory and legislative requirements. Candidates should have a good appreciation of, and sympathy with, the creative aspirations of drama production and a sufficient level of interpersonal and communication skills to establish credibility with in-house and external staff, and to maintain working relationships with a range of production and non-production personnel both internal and external to the BBC.

Positions will be offered on a permanent basis.

(Ref: 14997/F)

Salary according to qualifications and experience. Based on London. For an application and full job specification, please postcard (quote appropriate ref.) by April 15 to BBC Recruitment Services, PO Box 7000, London W13 7ZT. Tel: 081-749 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## GROUP CHIEF ACCOUNTANT

Northern Home Counties

c.£30,000 + car + benefits

Our client is a UK plc at the head of a very successful multi-national group with an expanding and diversified portfolio of industrial activities. Annual turnover is approaching £100 million.

Internal promotion has created this excellent opportunity to join the headquarters team.

Reporting to the Financial Controller and heading a small department, you will have primary responsibility for statutory and consolidation accounts for the group's budgeting and forecasting exercises. In addition, you will control the accounting and tax compliance for a number of holding companies, provide technical assistance to group operating companies and be involved in acquisition and other project work.

A Chartered Accountant, ideally aged under 30, you should have at least two years' post-qualification experience and be skilled in computer modelling. You must be able to demonstrate first class technical and communication skills and have the ambition and ability to progress.

To apply, please send your CV to: Barkers, Berwick House, 35 Livery Street, Birmingham B3 2PB, quoting reference 1004.

Your CV will be forwarded to the client only.

Please indicate any company to which you should be referred.

BARKERS

OFFICES IN: LONDON • BRISTOL • NOTTINGHAM • MANCHESTER  
GLASGOW • EDINBURGH • BIRMINGHAM. TEL 021 212 1111

## Vikoma International Limited FINANCIAL/COMMERCIAL MANAGER

An accountancy role at a strategic level

### The Company

Vikoma International, part of the diverse blue chip Christian Salvesen Group, is a world market leader in the manufacture of products to contain and recover oil pollution at sea or from industrial waste water. For our export achievements world-wide we have the Queen's Award and for our quality management systems we have ISO9002 certification. To complement our successful team we are looking for a Financial/Commercial Manager to be based at our Cowes, Isle of Wight headquarters.

### The Role

This is a key addition to our Strategic Management Team with a wide range of important responsibilities in finance, commercial policy, IT and management information.

You will ensure compliance with financial accounting, audit, taxation and legal requirements; oversee the Company Secretary's role; ensure the smooth running of commercial, legal and financial services to other departments and oversee the activities of the Commercial and Accounting Departments.

### The Applicant

A qualified accountant, you should have several years' appropriate experience in cost and management accounting, gained at management level and in a fast moving, manufacturing and exporting environment.

### The Benefits

The package will be attractive to high calibre individuals who wish to join a fast growing and progressive organisation. Relocation assistance will be given where appropriate.

If you wish to be part of our success story, send your CV, including current salary, to: Mike Barrie, Personnel Manager, Christian Salvesen PLC, 50 East Fettes Avenue, Edinburgh EH4 1EQ, to reach him by 25th April 1994.



APPOINTMENTS ADVERTISING  
appears in the UK edition  
every Wednesday & Thursday  
and in the International edition every Friday  
For further information  
Please call:  
Gareth Jones on  
071 873 3729  
Andrew Sturges on  
071 873 4004

## DIRECTOR OF FINANCE

Salary negotiable + PRP

Initiating change, inspiring action

With 2000 staff and a turnover of some £40m, Northampton Community Healthcare is a large and newly established 4th Wave Trust, providing community, mental health/learning and specialist services. Acknowledging our purchasers' ambitious requirements, our strategy is clear: to initiate and manage changes which will strengthen the capability of the Trust's Clinical Directors.

To this end, significant projects are underway, including a new Visiting Service, development of Physically Disabled Services, provision of a new £1m funding from the RHA, as well as an innovative Resource Management project to strengthen the capability of the Trust's Clinical Directors.

NHS experience, though not essential, is a proven ability to contribute in-depth planning, financial and strategic expertise across a large scale organisation. A qualified accountant therefore, you'll need a proven track record at a senior level, plus the stature to work alongside and inspire the Trust's management board.

Working in a well located and attractive county, this is a high level role in which you will make a major impact on the development of the Trust. Financial and rewards are commensurate.

For an informal enquiry, please phone Tim Hunt, Chief Executive on 0604 877000 ext. 2300.

For an application form and further information, please contact the Personnel Division on 0604 588088 (24 hour answering machine).

Closing Date: 29th April 1994.



Community  
Healthcare  
Trust

## Bankers Trust Company

## INNOVATION BREEDS SUCCESS

Finance Professional  
to £45,000  
+ Excellent Benefits

Bankers Trust is a dynamic institution with an international reputation for excellence in product innovation and a strong presence in the Global Markets arena.

The bank prides itself on its ability to interpret market demands, anticipate change and lead in its chosen market by total business commitment and the quality of its people. A key opportunity has now arisen for a talented individual to contribute to the control infrastructure, implement change and develop a proactive approach across the organisation.

Operating as part of an internationally based team of audit professionals, you will be responsible for identifying opportunities to increase efficiency, initiate change and improve operational effectiveness. Your success will depend on your ability to manage complex projects with creativity, integrity and vigour and to build vital relationships at all levels. You will enjoy the support of a clearly focused team and leading edge technology.

You will be a graduate qualified accountant, aged late 20's/early 30's, able to demonstrate proven exposure to banking from within the City or a leading international accounting practice. With first rate analytical skills, computer literacy and a task oriented and motivated approach, you will seek an excellent entry point into an organisation committed to developing managers of the highest calibre.

Interested candidates should contact Michael Herst or Jennifer Ogden quoting reference J0722 or write promptly enclosing a full curriculum vitae.

## HARRISON WILLIS

SEARCH AND SELECTION PARTNERSHIP  
Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463  
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## QUALIFIED ACCOUNTANT

### GAMBIA

At least 5 years' PQE required for leisure industry assignment in the Gambia. Pleasant environment. Computer literacy essential.

Please send full CV stating salary to:

B2004, Financial Times,  
One Southwark Bridge, London SE1 9HL

Germany • UK • France • USA • Switzerland • Spain

## GROUP FINANCIAL CONTROLLER

YORKSHIRE

CIRCA £40,000 + CAR + BONUS

Our client is a rapidly expanding, highly profitable private company with retail, manufacturing and service interests. Continuing growth and ambitious investment programme have created the need for an enthusiastic, high calibre, commercially minded Financial Controller who can help achieve flotation within a short time period.

The role has a broad remit, including responsibility for the management of the head office accounting functions together with the development of sophisticated financial controls and reporting systems. You will need to work closely with the Board and Senior Management and be totally involved in developing the company and obtaining the Stock Exchange

listing. Additional areas of responsibility will encompass tax, treasury and company secretarial activities.

Your professionalism, energy and excellent inter-personal skills will supplement first-class technical and analytical abilities. Adept and confident in managing change, you will be a qualified chartered accountant, probably early-thirties, and ideally from a retail or trading environment.

This exceptional opportunity offers excellent career prospects. To apply, please send your CV, in confidence, quoting reference 3200, to Adamson & Partners Limited, 10 Lisbon Square, Leeds LS1 4LY. Tel: 0532 311111 Fax: 0532 311112

## ADAMSON & PARTNERS

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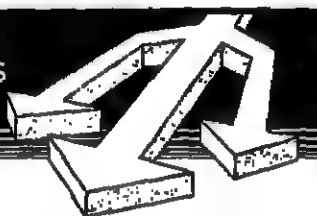
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APRIL 15 1994



# FINANCIAL TIMES SURVEY

## TURKEY

■ Ankara and the Middle East caught between a rock and a hard place Page 4

Friday April 15 1994

At a watershed in relations with Europe, the secular republic has been shaken by the election success of an Islam-based party. Turkey is suffering an economic crisis, and the economic promised land is not yet in sight.

John Murray Brown reports

### Europe links questioned

**T**hese little words - "Turkey in Europe" - create surprising convulsions among academics whenever they come together in the subject. For many Turks may feel themselves to be European, but in terms of geography if nothing else, Turkey is also an Asian, Middle Eastern, Levantine even a Balkan country.

Today some inhabitants are beginning to question their claims to be European as the country grapples with its worst economic crisis in a decade, a growing Kurdish rebellion and the fall-out from the electoral challenge to Turkey's political mainstream of last month's dramatic gains by the Islam-based Refah party (RP).

Ask a Turk today where he comes from, and his answer is as likely to be Bosnia or Azerbaijan as Istanbul or Ankara. And this is not a reflection of Turkey's mounting refugee intake. "There are Kurds and non-Kurds" is how one Turkish diplomat described his country's ethnic breakdown - and only half in jest.

The confusion over identity is certainly sharpened by the unhappy experience of the Turkish workers in Germany who have been the subject of extremist attacks. Seeing itself as both European and Moslem, Turkey is also outraged by the west's indifference to the suffering of Bosnia, where Turks have links of both history and kinship.

However, the challenge is closer to home. The cocktail of a Kurdish and Islamic threat is shaking the foundations of the secular republic carved from the ruins of the Ottoman Empire.

Turkey has come a long way from the dark days of the military coup in 1980. Some Turks may even feel they are in sight of the economic promised land. However, recent events have dented that self-confidence. If the mounting economic and political problems are left unacknowledged, there is a real danger that these could deepen the sense of self-doubt and give sustenance to Islamic and nationalist forces, putting in peril the whole pro-western thrust of Turkish policy.

Such a prospect is deeply worrying for the west, since Turkey is an important ally and an increasingly big commercial partner. However, it is no longer enough just to be in the right place at the right time. The end of the cold war has changed strategic priorities. The US is reviewing its role as it downgrades its military presence across Europe as agreed at last year's Nato summit.

Turkey's relations with Europe are also at a critical juncture. Ankara is due to



Government offices in Ankara display the portrait of Ataturk and a slogan reading "We make Turkey happy" - "Happy is he who can say I'm a Turk"

under a customs union with the European Union next year. However, there is now a debate whether the customs will be met given the current economic turmoil.

Turkey applied for full membership in 1992 and was politely rejected two years later. But today there is little realistic prospect of early accession. Indeed, Turkey is not even considered in the current round of enlargement talks, a point which makes it all the more important that Turkey should set up its customs union.

Diplomats also point out that with the accession of Nordic and Scandinavian countries, the European Union is likely to become more, not less, sensitive to the issues of human rights, an area where Turkey has made too little progress. In February, Turkey's friends in the west looked on in amazement as parliament lifted the immunities of six members of the radical Kurdish party, five of whom could now face the death penalty for publicly espousing the PKK cause. The move provided a sharp reminder of the draconian military laws limiting freedom of speech which are still in place in a country seeking full EU membership.

Turkey certainly has little room for error. In Mrs Tansu Ciller, the country has a youthful and energetic prime minister. However, her political inexperience has been starkly exposed by the ongoing crisis. The prime minister's decision to adopt a hard line towards the Kurds may have a certain logic, but a more moderate policy might unleash the growing nationalist fervour. But Turkey's refusal to countenance any kind of reform is jeopardising its foreign policy prestige at a time when its ability to influence regional events is greater than ever. With 4,000 civilians, soldiers and guerrillas killed last year in a war costing Turkey an estimated \$7bn a year, the present bloody stalemate cannot be sustained.

On the economy, many blame Mrs Ciller's policies for precipitating the collapse of the currency, which forced her to announce the austerity package unveiled earlier this month. Mrs Ciller still has to steer through a raft of legislation on privatisation and changes to underpin the programme. She also has to accommodate an increasingly vociferous union movement which feels under threat from the package. A period of social unrest seems inevitable if the measures are to be adopted in full.

In some important respects, the Turkish economy is already diverging from European norms. Inflation is more than 70 per cent, and will probably rise to more than 100 per cent on the average price level. The public sector borrowing requirement is now running at 18 per cent of gross national product. But the view from Brussels is that Turkey's private sector can ride out the storm, although with labour being pushed down and production flat, it is difficult to make the investments required to compete with European imports. For the politicians, the danger is that private companies will demand a reprieve from the deadline, which commission officials warn would mean the whole process. The government's own task is to see if it can staunch the

huge losses suffered by the public sector, without which much of the real benefits of a customs union will be dissipated. A successful implementation of the customs union is vital to restore international confidence in Turkey's economy. It is also crucial to ensure that the economic problems do not deepen, thus playing into the hands of Refah, who have successfully projected themselves as patrons of the dispossessed. For the local election result on March 27 underscores a stark demographic fact. In Istanbul and, equally dramatically, in Ankara, the RP came to power backed by the "sans culottes" of Turkey's newly-spawned big city slums - much the same social base who backed the Nazis and the communists in the 1930s. "It's no longer a financial crisis. It's no longer an economic crisis. It's a political crisis," was how one Istanbul banker put it. The Turks are a long-suffering lot. Faced with such a maelstrom, many less resilient and less phlegmatic societies would probably have cracked under the strain. Yet for Turkey to survive the crisis, the government must grasp the nettle of reform.

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## TURKEY

The economy faces a tough year ahead, reports John Murray Brown

## Austerity deal poses test for Çiller

The bubble seems finally to have burst. After months with the currency all but frozen, Turkey's conservative-led coalition has been forced to baton down the hatches and administer a major stabilisation programme which, if implemented in full, would be the most comprehensive restructuring since the now infamous January 24 crisis of 1980.

With the lira still reeling despite overnight rates at one point as high as 1,000 per cent, the government abandoned its attempts to prop up the currency and faced up to the inevitable.

The jury is probably still out on the merits of the austerity package unveiled on April 5 by Mrs Tansu Çiller, the prime minister, but it is little doubt that it is going to be a tough year for a nation which has long been accustomed to buoyant growth rates.

The political constraints will be considerable. Mrs Çiller's junior coalition partners, the Democratic Populists, are known to be unhappy about certain of its provisions - particularly as regards privatisation.

The package comprises three parts - measures such as price increases on government-controlled commodities, an investment freeze and one-off tax charges on the rich, and the longer-term structural measures of privatisation and reform of the farm support system. Mrs Çiller has for the first time introduced an

explicit fiscal target, which in the first three months envisages a TL38,000bn reduction in the budget deficit through cost savings and increased revenues.

In parallel with the fiscal programme, the central bank is to introduce a new monetary programme. These measures are underpinned by moves to strengthen the bank, increasing its autonomy and reducing the extent to which it has to fund the budget.

The only way to make large cuts in public expenditures is through cuts in capital investment

How Mrs Çiller meets the targets remains to be seen. In the short term the only way to make large cuts in public expenditures - barring a wages freeze on which the prime minister remains a little vague - is through cuts in capital investment in projects. In addition, a substantial amount of legislation, affecting individual state enterprises and the changes, together with the changes in the central bank law, has still to be passed by parliament.

Mrs Çiller remains adamant that the growth rate will not be imperilled by the harsh stabilisation measures. "The economy will not stop," she said on state television when unveiling the package. Most economists beg to differ.

The recession is already taking effect.

Even before the announcement of the large increases in petrol prices as part of the package, Turkey's car production ground to a near-standstill. Consumer demand is set to dry up as spending power is eroded by the rapid devaluation. This may take some heat out of the inflation rate, which is expected to rise sharply over the next three months as the impact of the devaluation is felt.

This will inevitably have a knock-on effect on living standards, particularly for manual employees. The recession could be very painful for cyclical industries such as cement and construction services, says Mr Emre Yigit, head of research at Global Securities. The banking sector has been devastated by the collapse of the lira, with many banks caught holding lira assets in form of lending to Turkish companies while most of their liabilities are in foreign currency.

The "dollarisation" of the Turkish economy has been one of the more alarming developments of recent years. Today half of the total deposit base is in foreign currency. In a recent, much-reported case, a woman seeking a divorce from her husband insisted in court that the settlement should be in dollars. Civil servants rush to the banks and foreign exchange shops to unload their lira.

Public desire for dollars reflects a deeper concern about economic management and the condition of public finances. Mrs Çiller has still to demonstrate that she can rectify the situation.

Pressure has been building for some time. In 1993, the economy was already showing signs of overheating - in the second quarter the economy grew by 12 per cent. The growth was fuelled by the rise in imports financed by increased foreign borrowing, much of it short-term by Turkish commercial banks. The result was a record high trade account deficit reaching \$14bn by the end of 1993.

The need to finance the current account is one explanation for the sudden jump in Turkey's foreign indebtedness in 1993. Total debt reached \$66bn by the end of the year after a spate of bond issues as the Treasury sought to avoid borrowing from the domestic markets, where high interest rates represented an increasing burden on the budget. The availability of foreign credits also allowed the Treasury to restructure its domestic debt by lengthening the maturities.

For the commercial banks, there was also a large increase in short-term foreign funding. Given the differential between domestic interest rates and inflation, Turkish banks have long been open to funding their loan book through offshore borrowing.

The demand for dollars is also trade-driven, as Turkish exporters seek to start merger talks. The situation was sustainable as long as there remained confidence in the lira. However as soon as that collapsed, more and more people wanted to

hold their savings in dollars. The banks were left in a vicious circle, having to find assets to match the increase in dollar liabilities. With banks allowed only to lend limited amounts to a list of registered trade companies, they were left with few options but to lend the deposits as lira loans. The resultant erosion of these assets merely forced banks to raise domestic bank rates to compensate.

The government's freedom to borrow will almost certainly be more constrained

the jitters, it is clear that Mrs Çiller must move swiftly to convince the markets. Turkey's foreign debt has been downgraded by both Moody's and Standard & Poor's twice since the start of the year. The government's freedom to borrow will almost certainly be more constrained.

The international bond market for less developed countries such as Turkey has already become more difficult after what appears to have been the turnaround in US rates. Turkey was forced to "pull" a \$750m global bond in March. Plans to float bonds in the state telephone monopoly, convertible into shares in the underlying company assets, will in all probability suffer the same fate.

The global bond was meant to set a benchmark for the PTT issue, although

many bankers expressed scepticism about whether the deal could work given the fact that the PTT's privatisation remains blocked by the courts.

Evidence of the mounting liquidity crisis was there for everyone to see throughout 1993 with the government rescheduling payments to contractors, and with the Treasury's public finance department living hand to mouth to meet the next civil servants' salary payout or interest payments on the country's foreign debt.

A telling sign of the impending difficulties came on March 21 when the Public Participation Administration (PPA), the state agency in charge of privatisation, came close to defaulting on some \$400m worth of revenue-sharing certificates, after the Treasury refused to extend the amounts to the PPA. As a result, the agency had to go to interbank markets for \$300m.

The certificates are two-year bonds issued by the PPA in lieu of payments to road contractors. The bonds were denominated in lira but indexed to foreign exchange. It remains a moot point whether the bonds are considered a foreign or a domestic liability, but the momentary panic among the banks holding the bonds was an early warning of the problems to come.

Against this background, the local elections were like a self-imposed deadline with the government wary of introducing radical measures before the polls, while making it clear to its foreign audience that it intended to move swiftly once the result was in.

The government's credibility is clearly on the line. It is now left to the prime minister and her new Treasury undersecretary, Mr Osman Birsan, to prove that this time they mean business.

Election setbacks for the main parties may lead to political realignment

## A shock for the secularists

Last month's municipal elections may well prove to have been a watershed in Turkish politics.

The historic victory of the Islamic-based party (RP), both in Istanbul, the largest city and in Ankara, the capital, has shattered the long-held complacency of the secularist establishment. The continuing collapse of the leftwing vote, with the three centre-left parties together polling little more than 25 per cent, has further undermined the point.

What was also alarming for Turkey's secularists was the growing popularity of the neo-fascist party (MHP) which polled 15 per cent, more than trebled its 1989 vote and took control in several municipalities in western Turkey.

Mrs Tansu Çiller's True Path (DYP) party was the election by a slender margin in its rightwing rival, the Motherland Party of Mesut Yilmaz. But it was the Islamic vote that caused the stir. With just one shift in the prism, a long shadow had been cast over Turkey's political scene.

Some Turks are putting a brave face on developments. The reality they say, will act as a catalyst for a long-overdue realignment of Turkey's fractured political landscape - on both right and left. A more alarming analysis is that this marks Islam's political coming of age, an event which could change the whole nature of Turkey's pro-western democratic development.

The RP has control of 28 of the country's 81 city councils, prompting Mr Nemettin Erbakan, its leader, to boast that 86 per cent of the population will now be under his party's administration.

The party's performance, doubling its vote in local polls in 1994, is likely to have a considerable fall-out. Mainstream parties will be forced to reappraise their strategies.

The army, as the self-appointed guardian of Turkey's secular pro-western identity, will be watching with particular interest. Turkey's secularist allies will be asking if the country is going the way of Algeria, where Islamic fundamentalism has taken power.

Could extremists take power by the ballot box unless the army steps in?

Power by the ballot box until the army intervened to suspend the elections and remove the activists.

From Turkey's secularist parties, a variety of responses were possible. Firstly, the splintering of traditional voting patterns in certain areas to revive the debate about the need for electoral reform, to curtail the Islamic challenge.

After all, as many secularists will point out, the RP only polled 18 per cent of the national vote, coming third, yet took control of more city councils than both the DYP and the Anap put together. This fact alone may force the right wing to reconsider the logic of a merger.

Electoral reform would, of course, require a two-thirds majority in the 450-member parliament. Judging from the lack of consensus on such legislative matters to date, this may be hard to achieve.

One option is to introduce a two-round system, modelled on the French system. The Turks

have already tinkered endlessly with the current electoral system since 1991, when the Anap government introduced changes in the electoral system to disperse fringe and regional parties. To look at the line-up for last month's local polls, the safety mechanism would appear to have come undone.

The proliferation of parties is bewildering. In all, the Turkish electorate has to choose between 12 parties, encompassing centre, right and left, secular democrat, and the extremes of neo-fascists, Islamists and Islamic radicals. The secularist alliance was the Kurdish-based Democracy Party, DEP. Its withdrawal from the election was in some part responsible for RP's strong showing in the Kurdish-speaking south-east.

In Turkey party distinctions often appear highly artificial, and frequently have more to do with personality than policy. A merger which is particularly true of DYP. For more than three decades the DYP and its former ally, the Justice Party, has been in the gift of one man, Süleyman Demirel.

It was Mr Demirel's bitter rivalry with his one-time economics adviser, Turgut Özal, the former president and Anap founder, which kept the parties apart. With Mr Demirel's accession to the presidency last June and Mrs Tansu Çiller's emergence as DYP leader, many secularists are wondering whether the

party is now open for a merger on the right. The election will have created even more urgency. The RP has stolen votes from DYP and Anap, both of which once represented a broad church, a fusion of the secularist and Islamic vote.

Another possibility is that both conservative parties will ignore the logic of creating a merger and merely move to the right in a bid to accommodate the Islamic vote and undercut the RP.

The prospect of a merger of left-of-centre parties seems more distant. All the parties - the DEP, the Republican People's party (CHP), and the

Democratic Left party (DSP) of former prime minister Bülent Ecevit - claim to be the true left-of-centre for the secularist vote, but have been undermined by Turkey's founder, Mustafa Kemal Atatürk, after he abolished the caliphate.

The DEP, with more to lose after its sweeping win in 1989, lost a particularly severe drubbing, losing Izmir and Adana, in addition to Istanbul and Ankara. The DEP polled just 8 per cent nationally while the CHP managed only 4 per cent.

Whatever happens, the long-term survival of the current coalition must be in doubt. At a personal level, Mrs Çiller, the DYP prime minister, has little in common with Mr Murat Karayalcin, leader of the secularist SHP.

Both parties were in agreement over the headline remedy for separatist offences.

The divisions are certain to widen. Mrs Çiller has already issued what amounted to an open invitation to Mr Yilmaz to start merger talks. However the immediate question is how will Mrs Çiller accommodate the Anap leader. More than most of the mainstream party leaders, the clever but humourless Mr Yilmaz has been badly wounded by the election results. But given the

state of the economy, he may be reluctant to join forces, leaving as yet another same brush as Mrs Çiller.

Municipal polls, of course, have no direct bearing on party strength in parliament, although according to one expert, the RP vote would be around 150 seats

in parliament at the next general election. The party currently has 40 MPs.

Much will depend on how well the RP does in managing the affairs of Istanbul, a city which has proved a notorious graveyard for the reputations of many parties - most recently the outgoing SHP administration.

The central government's ability to make life difficult is not inconsiderable. New cash constraints can be imposed. The near-bankruptcy of many administrations today can be traced to the fact that many were forced to borrow, some on international markets, with the result that municipalities are today facing severe ongoing debt service problems.

If the RP comes unstuck, Turkey's voters are unlikely to turn out in their numbers at a general election for a party that cannot put water in Istanbul's taps or keep Ankara's municipal rubbish dumps at bay.

John Murray Brown



Kurdish women at work in the cotton fields in south-east Turkey

Caroline Parn

## FOREIGN POLICY

## The region's reluctant activist

It is just exchanging one form of internationalism for another. With the Arab world will continue to be tempted by Islamic grievances and strategic calculations relating to Turkey's control of much of the region's water. Yet even here, Turkey has made efforts to forge ties, particularly economic ties, and is actively supporting US efforts to solve the Arab-Israeli conflict.

More broadly, the real test has been how to match Turkey's security concerns with those of its western allies. As the ongoing disagreement over Bosnia has shown, these interests do not always coincide.

As a Moslem country, which sees itself as European, Turkey can hardly stand idly by

In the Balkans, Turkey's policy goals are particularly complex. On one level, there is the security concern that the crisis could lead to regional countries - Greece, Albania and perhaps Bulgaria, which would bring the Turkish border to Turkey's borders.

The popular perception is that the Balkans is part of a bid to rid Europe of its Moslem populations. As a Moslem country, which sees itself as European, Turkey can hardly stand idly by. At a popular level the crisis has been perceived as a Western double standard towards the Moslem world, and inevitably fed the nationalist that many Turks feel.

What is needed is a policy framework that is both consistent and comprehen-

sive. In late 1992, Turkey played host to a conference in Istanbul, attended by all the regional countries in the Yugoslav conflict. By so doing, Turkey claimed its own claim to be a Balkan country. It also implicitly rejected the notion that a solution to the conflict could be found only through the good offices of international bodies such as the United Nations and the European Union.

Today the international community appears to have inched round to Turkey's long-held view that the conflict has to be met with force. However, in Ankara this is little more than a relief. Too much innocent blood has already been shed.

For Turkey, the threat of the "spill-over" from the Bosnian war is not simply a rhetorical question: it is a matter of vital national interest. The country's fear of the war's failure to stop the slaughter is all the more acute given that Turkey, as a NATO member, is nominally a party to that invasion.

The approach of the EU from the west has been how to bring Bosnia-Herzegovina into three. In the Balkans, the EU has tried to maintain an integral Bosnia-Herzegovina. This is not justice for Bosnia," says one senior Turkish official.

While some believe in the London conference hosted by Mr John Major, Britain's prime minister, as a "mere window dressing", he is equally forthright about the UN peace process. "We are not part of that plan. All it has achieved is to prolong the fighting."

The Turks are bitter for a number of reasons. As a former Ottoman dependency, Turkey feels a moral responsibility

to Bosnia. At home, this sense of kinship is heightened by the presence of a 2m strong Bosniak community - Moslem Slavs who settled in Turkey in the early 1890s when the territory was annexed by the forces of the Austro-Hungarian empire.

Moreover, having recognised the independence of Bosnia, the Turks insist that the international community is morally bound to help preserve the integrity of the republic's borders.

Upholding the sanctity of borders is in many ways the guiding principle of Turkish foreign policy, whether in underpinning its arguments in Bosnia or in the Caucasus or in its own refusal to concede the need for a more flexible line on Kurdish demands for autonomy. However, sticking to this principle places Turkey in a potentially awkward dilemma, particularly if the conflict spreads to Kosovo, where Turkey would have to decide on the "rights" of the ethnic Albanians who make up 90 per cent of this formerly autonomous Serbian province.

Taking a longer view of the Bosnian crisis, Ankara is all too aware that the tragedy could be taken up by the more Moslem radical states, jeopardising Turkey's influence within the Islamic movement. Mr Hikmet Cetin, Turkey's foreign minister, has frequently said that the tragedy in Bosnia is the harbinger of the future of an outbreak of international terrorism against western interests.

On more than one occasion, Turkey has felt uncomfortably out of step with its allies - the west's refusal to lift the arms embargo on Iran, the Bosnian Muslims to defend themselves being the most clear-cut example.

The long-term danger is that by increasing Turkey's sense of rejection, it will merely play into the hands of anti-western Islamic interests. The west's perceived double standard towards the tragedy in Bosnia, if not the overriding cause, was definitely a contributing factor behind the dramatic made the Moslem-backed Refah party in last month's local elections.

John Murray Brown

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سكرا من الاميل



Industry's needs are not being met, writes Anne Counsell

## Education: must try harder

**A**cademics and education officials award Turkey's education system a B grade for effort, but lower grades for an inconsistent approach, lack of qualified teaching staff and patchy provision of facilities.

Mirroring the political system and roundabouts, there have been 11 ministers of education in 70 years, each making a mark by overhauling, reforming, amending or merely tweaking the system.

Nevertheless, there have been strides in improving the literacy rate from only 10 per cent 50 years ago to 80 per cent in 1990. There are, however, marked differences between the literacy rates of men and women, the young and the elderly as well as in urban and rural areas.

The development of educational facilities has been constrained by population growth, migration and urbanisation. Widespread birth control slowed the birth rate from 2.49 per cent in the late 1980s to 2.0 per cent in 1990, which is still high in European terms. Thirty-five per cent of the population is under 15 years of age. The age distribution pattern has led to high unemployment rates among young people with

nearly 65 per cent of the jobless aged between 22 and 24 years old.

Family size is declining in higher income families, but rural families are still large. The south-east has the highest population growth in the country, which is politically significant as most people in the

There are double shifts at urban schools while the villages have been emptied of pupils

areas are Kurdish. School building programmes have sometimes lagged behind the rapid urbanisation, leading to double shifts at some urban schools while those in the villages have been emptied of pupils. In the cities population is growing by 4.5 to 6 per cent a year, amounting in 1990 to 61.3 per cent of the country's total.

Spending on education devoured 10.5 per cent of the

budget in 1990, second only in general public services at 15.5 per cent, and more than double the 11.7 per cent. The cost of compulsory education between the ages of six and 14 is borne by the state, but parents are expected to contribute towards the cost of books, uniforms and other facilities - so that the poor are, in effect, further behind.

Turkey's educational system of primary, middle, general and vocational high schools and universities, has a declining enrolment rate from one million in 1980 to 1.5 million in 1990. The transfer between vocational, technical and general secondary programmes has to be tailored to developments in industry. "We have a big hole in the middle," says Professor Mehmet Saglam, president of Yök, the Higher Education Council. "There are some very good engineers, but far too few technicians."

The ministry of national education concedes that "it has not been possible to reach the planned targets to train the needed manpower". Repeated calls for more technical and vocational schools at the secondary level have been heeded by Mr Kemal Ayaz, the minister of education, who has been promoting the recognition of "skills" through apprenticeships, industrial placements and dual education.

The change between education and the needs of commerce and industry has been slow. Last year, the Turkish Maritime Educational Foundation (TDEV) campaigned to improve vocational training. Citing a disparity between growth in the commercial fleet and education, the foundation said the training bottleneck hampered efforts to increase tonnage and Turkey's share in the shipping market.

The ministry is now urging private and government

funds for classrooms and facilities while the Merchant Marine Academy, run by the Istanbul Technical University, replaced its four-year course with a 2½-year sandwich course, leading to an expected 200 deck and engine-room officers graduating from the college every year, double the present number.

In higher education, there is stiff competition for university places. Out of 1m applicants, only a third secured a place last year, despite annual intake increases and the creation of new universities. From only 19 universities in 1982, there has been a threefold increase to 57, of which four are private, while student capacity has risen from 100,000 to 1.5m. As a result, there is a lack of qualified lecturers and academic staff and the student to lecturer ratio has grown rapidly.

In stark contrast to the austere, Dickensian state universities, the recently established private universities are bright



A classroom at the Ataturk high school in Ankara

Tony Jick

and dynamic. Marmara University, established as private research university in the US, is epitomised by its energetic rector, Mr Ali Dogramaci. Its rapidly expanding campus, where all the teaching is in English, is financed through a foundation comprising an array of companies from printing plants to furniture producers, which also act as suppliers to the campus.

as a co-ordinating and policy making body to develop Turkey's higher education system. Under its umbrella, the Inter-University Committee is responsible for improving standards and supervising research, higher degrees and other academic matters. Members of the council and the committee are predominantly drawn from academia, with one third of the 21 members appointed by the government.

There remains a deep-seated suspicion over the role of Yök among those who believe it is a hangover from the military of 1980 when right and leftwing activism was rampant at the universities. But this is countered by those who who see the education council's credentials and metamorphosis since its formation.

The universities are not entirely apolitical; neither faculty members nor students are permitted to be active members of political parties. As Seyfi, a student at the technical university in Istanbul says, "We are not to be technical, not political."

The universities, however, are the current debate over Kemalist doctrines, democracy and the secular nature of the republic. Although the constitution tolerates the expression of religious beliefs, the secularist principles of the Islamic faith. The universities are at the forefront of covering her head as a political statement.

**W**hen Necip Torumtay resigned at the height of the Gulf War, he issued a statement alluding obliquely to a "matter of principle". It was never clear what exactly the principle was. The Turkish press, nonetheless, speculated the general's action.

A comparable incident, of a military chief walking out over a disagreement with an elected government, would be hard to find in most western democracies, except perhaps in France in the 1960s during the army's challenge to President de Gaulle over his Algerian policy.

But Turkey is, of course, a little different. And its army has always enjoyed a special place as the self-appointed guardian of the country's democracy and its secular traditions. However, even here in a society which retains a deep affection for its soldiers, there are signs that things are changing.

The process of transformation goes deeper than a simple internal debate about military strategy to cope with the post-cold war reality. It has an impact on doctrine, on the composition of the army and its equipment, and the role of the army in Turkish society.

For the complex strands that

John Murray Brown on the army's role in political life

## Prestige goes on the line

make up modern Turkey, the growing Islamic consciousness, or the tension between modernism and tradition, almost certainly have their mirror in the army.

Turkey's second largest army in Nato, after the US, in all, the Turkish armed forces comprise

A vetting system prevents the armed forces from being infected by Islamic extremism

550,000 troops and the army can call on a further 1m reservists. The budget, agreed by parliament, was around \$5.4bn in 1994, equivalent to 10.5 per cent of the national budget.

There are a number of other sources, including money from the Defence Industry Support Fund and the Foreign Military Sales from the US. In addition, the Armed Forces Pension Fund (Oyak) has assets in

a car assembly (together with Renault in France), in several cement companies and, more recently, a majority stake in an Istanbul bank.

The restructuring of the armed forces inventory has two elements - to upgrade the technology and to streamline sources of supplies. In line with this, the F-16 fighter aircraft assembly plant at Marmara outside Ankara is being beefed up. The programme is winning support under the 24th Gulf Defence Fund, set up under US sponsorship to utilise Saudi and other Arab finance to strengthen Turkey's defence industry.

The need to beef up the fire power of Turkey's armed forces and enhance its mobility has been the subject of countless Nato meetings. The TV pictures of US smart tanks deployed against Iraq shocked the military top brass, and highlighted the limitations of Turkey's armed forces and their reliance on out-of-date weapons

hand-me-downs.

The technological debate about hardware has given new impetus to those calling for the abandonment of conscription in place of a more professional corps. In Turkey military service has traditionally been a form of remedial education for many of those from poorer homes. It has also inculcated a sense of patriotism, and imbued generations of young Turks with the tenets of the social and political reforms instituted by Mustafa Kemal Ataturk, the founder of the republic.

As Mehmet Ali Birand in his book, "Shirts of Steel", makes clear, a stint of military service also does wonders for the calorie count of the average Turkish family.

There is, on one level, the tension between the goals of a conscript army and those of a professional corps. There is also the inevitable tension between the army and Islam. In this context, the army has refused to allow children from the imam schools into military academies and continues to operate a



An army patrol in Diyarbakir, Kurdistan, in south-east Turkey

Richard Mayhew

fairly rigorous system of vetting to prevent the armed forces from being infected by Islamic extremism.

More dramatically, there are telling signs that the army's appeal and its prestige may be waning. A few years ago, the idea that Turks would actively seek to get out of military service was unthinkable. Today draft dodging, US-style, is an increasingly common phenomenon, as people try to avoid being sent to the conflict in the south-east. Newspapers have taken a certain glee in exposing the fact that the current chief of staff's son is shirking military service. The army is not happy about it, of course. When Mehmet Ali Birand used the topic as a sub-

ject for his column in the affairs programme, 32nd Day, he was hauled before a military tribunal and two of his journalists were charged.

The make-up of the regular Turkish army - the graduates from the military academies rather than the conscripts - is changing, too. The intake are no longer the products of the ruling elite as in Ottoman times. The social composition reflects the changes in society at large. Indeed, western defence experts believe the current class are more often the sons of non-commissioned officers rather than of generals and admirals. For away Turks, particularly from poorer backgrounds, an army career provides upward mobility and an

escape from the bleakness of rural life.

On the other hand, today's officers seem more ideologically hide-bound in Kemalist line. Birand's book on the Turkish army points out that the Kemalist ideology actually increased sharply in popularity in the 1980s.

Often, the Kemalist ideology is a condescension towards the political politicians, who are perceived as unreliable, incompetent and too much for popularity.

There is also a feeling that national defence policy is too important to be left to the civilian politicians. Despite returning the country to democracy in 1983, the military is still at the centre of Turkish political life. The constitution gives the army extensive powers. The army chief is subervient only to the president. The defence minister has little power. General Doğan Güreş, Turkey's chief of staff, must be the nation's most photographed personality, usually captured standing alongside Mrs Tansu Çiller, the prime minister.

At the centre of the problem is the tension between an army which is militarily effective and one which is politically reliable. The history of the three military interventions between 1960 and 1980 gives the debate added poignancy.

## A Quiz on Turkish Banking.

- Which is the best capitalized, most profitable and most professional multi branch Turkish bank?

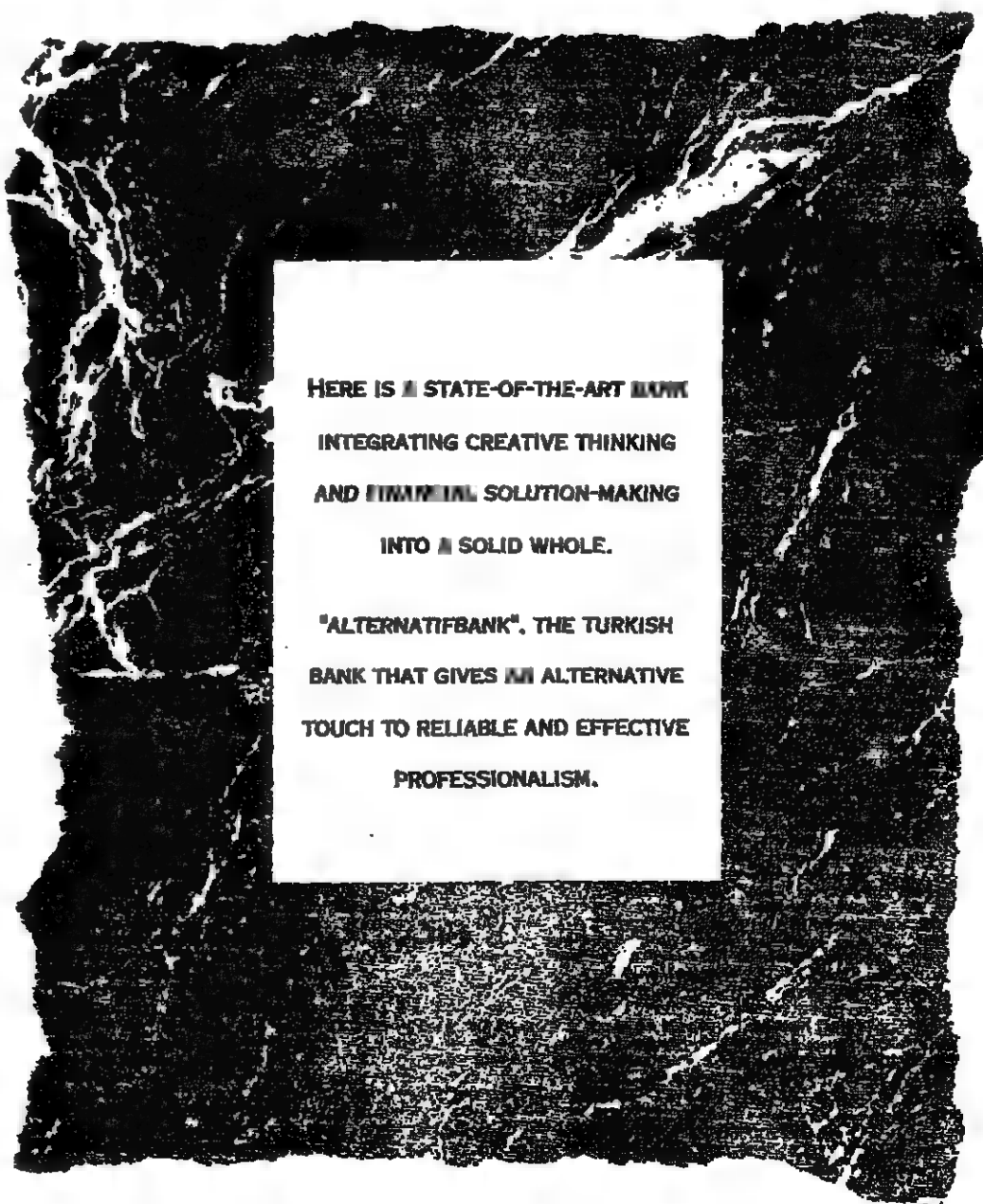
In 1993, 8.3% of its shares were sold to US-based investors, through Lazard Frères & Co. and Baring Brothers & Co.

- Which Turkish bank doubled its net income in the last year?
- Which bank offers continuous profitability through its investment in the future?



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Anne Counsell on the stock market fall-out

## A meteor falls to earth

According to an Istanbul analyst, the PMT set off the market's decline and was all downhill from then on. He is not talking about hormones. "Post Moody's Tension" on the Istanbul stock market resulted in an evaporation of confidence and the disappearance of funds.

The acronym and the trading banter belie the financial fall-out of the months. The parlous state of Turkey's public finances highlighted by Moody's rating agency in mid-January it downgraded Turkey's long-term debt rating from BAA to BAA1, considered a "junk" rating. This was briskly followed by Standard & Poor's which reduced its long-term foreign currency rating from BBB to BBB minus.

The Istanbul Stock Exchange 60 composite index ducked 100 points, diving with the ensuing upheavals on the foreign exchange market as the overnight interest rates rose to 150 per cent.

By early February the index had sunk 30 per cent from its high of 28,300 in early January. There was no respite - the figures showed sharply upwards and the second cen-

bank governor in six months resigned. The stock market dropped a further 22 per cent to hover uneasily around the 13,000 level.

Trading volumes all but collapsed - retreated - lick their wounds and await the outcome of elections. Turnover plummeted to TL1 trillion (\$56m) from an average of TL4 trillion in early January when the market was at its high.

On the almost empty trading floor, boards are locked within half an hour as prices hit lower limits for the day - a far cry from the halcyon days of last year when traders streamed into the rundown stock market building near the docks. Last year, Istanbul was a darling of the emerging markets, rising by a meteoric 194 per cent in dollar terms and outperformed only by Poland in the emerging markets league.

In November, the high levels of for-

sign interest and recognition of the market's own regulatory system resulted in the Istanbul market joining the two dozen exchanges in the world granted the status of "designated" market by the US Securities and Exchange Com-

"The economy hasn't been mismanaged. It hasn't been managed at all"

Last year, everyone was buying on expectation, now they are selling on reality," says Mr Ozkan Gokdemir, general manager of Carmen Invest-

The shares of many companies have fallen below their book values. Erdemir, an iron and steel producer which last year invested \$1.5bn in new plant

and equipment, could be bought outright for \$350m when its shares fell to their low of 15 cents.

Mr Kosta Zamani, of the International Finance Corporation, the World Bank's private sector lending arm, is cautiously optimistic that the market will improve over the long term. However, he expects a prolonged recovery for the market due to the perilous conditions. "The economy hasn't been mismanaged," he says. "It hasn't been managed at all."

The next few months, he believes, will be critical. Much will depend on whether the recent austerity package is sufficient, credible or can be implemented, especially the political difficult closure of several loss-making state enterprises.

Mrs Ciller's track record on the economy has been less than glowing - stop-start privatisation programme has left the market sceptical.

In happier days, the stock exchange hoped that privatisation would boost the hungry market with new issues. Today brokers are doubtful that the programme will succeed, noting that more has been spent on studies than has been realised by sell-offs.

In March, a report by the Istanbul-based Turkish Young Businessmen's Association said the success of privatisation would depend on political resolve, noting that "officials approach privatisation as an independent issue rather than as part of an economic improvement plan". By way of encouragement, the report pointed out that "privatisation programmes had been implemented successfully even in countries with more negative indicators than Turkey."

The consensus, however, is for a semblance of stability after the volatility of recent months. A few of the optimists hope that the economy will be on an even keel by the time the stock market moves to its expansive, new premises in the Istinye business district of Istanbul. Those with more bearish note that the move has already been delayed by six months, as has the change-over to a fully automated trading system.



Vehicle component production at the Hems Dill plant, Poland

Car manufacturers' fears

## One-way street for imports

Turkey's vehicle manufacturers are reluctant to be guinea pigs. The unique and uncharted prospect of customs union with the European Union without full EU membership has little appeal to an industry which has enjoyed high tariff barriers, a growing market and government incentives.

"We are not opposed to competition, nor are we against customs union," says Professor Erhan Tuncer, secretary-general of the carmakers' association (OSD). "We do not want to delay customs union. All we are asking for is a reasonable period to adjust within a proper programme and schedule."

The industry is worried that sudden deregulation will be a one-way street, resulting in a flood of imports, especially from eastern Europe, Japan and Korea. Lada and Skoda already account for over 60 per cent of the import market and this would climb rapidly if Turkey were to adopt the EU's common commercial tariff for third countries.

The OSD, which represents Turkey's 15 passenger, commercial, light goods and tractor manufacturers, has been lobbying the government and Brussels for a reprieve. It recently commissioned a report by McKinsey, the US management consultancy, which concluded that the industry needs another five years to consolidate its investment programmes and prepare for customs union.

The motor industry has been Turkey's fastest growing manufacturing industry with an average annual growth rate of

have been improving their production, expanding capacity and modernising their manufacturing and assembly lines. Both argue that they need more time to establish their projects and to consolidate these investments.

Tofas plans to introduce the Uno series to its range in the last quarter of this year. The company has spent over \$140m of its \$500m allocation for plant modernisation by reinvesting retained earnings and credits in the industry.

Result is also expanding its range in Turkey - adding the Renault 19 to its existing 511, 13 and 21 series. The launch is scheduled for September and falls within a \$300m investment plan for increasing capacity and modernising its plants.

The spur to investment and modernisation has also been augmented by the arrival of other producers attracted by the growing market and keen to establish a foothold in Turkey before the advent of customs union.

The local Ford licensee, Otosan, began producing the Escort model late last year following a \$35m investment programme at its Istanbul plant. A joint venture between Turkey's Sabanci Holding and Toyota of Japan is building a production plant near Istanbul while Honda and Hyundai have recently obtained government approval for two new car plants under 50 per cent joint ventures with local firms.

Hard on the heels of these new investments came a damming blow. The auto industry's anxieties over the possible effects of customs union

Talking to Osman Unsal, it is easy to forget the country is grappling with its worst financial crisis for a decade.

Just back from yet another trip to south-east Asia, he sounds like a born-again capitalist who has seen the promised land - in his case the tiny island state of Singapore.

A former Citibank employee, with a taste for monogrammed shirt cuffs, Mr Unsal is today the government official the business community loves to hate. For Mr Unsal, 39, is a key confidant of Mrs Tansu Ciller, the prime minister.

His lack of years has already been the cause of one humiliation: bureaucrats in Ankara succeeded in blocking his appointment as Treasury head on the grounds that he had seen insufficient time in the civil service. Since the announcement of the austerity package, Mr Unsal has been replaced as acting under-secretary at the treasury.

Instead to the prime ministry, Mr Unsal made his name as head of the foreign investment department under the former Motherland party administration. His connection with Mrs Ciller goes back further - she

was his professor at the Bogazici University.

It is his public finance strategy that is widely blamed for fuelling overnight rates, which led to high borrowing costs, causing a dramatic contraction of business activity, and leaving the banking sector gasping for breath.

His bid to restructure the government's domestic debt is seen as the main cause for the collapse of the Treasury bill market.

In the wake of January's 12 per cent devaluation and the subsequent currency turmoil, interest rates on government bills have shot up to 125 per cent, and even at that rate there is little demand. The Treasury is selling TL1,000m at its auction compared with an average figure of around TL20,000m last year.

Mr Unsal's strategy had a certain elegance. By lengthening maturities, the government



Osman Unsal: short-term problems

set out to ease its debt service burden. The side-effect, however, was that the repeated cancellation of the weekly auction has left the market with an overhang of Turkish lira - one of the main factors fuelling dollar demand, and leading to the run on the currency.

"I didn't say that interest

rates should come down. I just said for one-year paper I'll pay 125 per cent. We were lucky to do that. If we had gone into this crisis with heavy three-month funding for the Treasury, we would have been in deep trouble. But in nominal terms, it's the same as last year or even less than last year."

"I don't think we have a problem," Mr Unsal says, pointing to a line graph showing approvals in 1993. "On the contrary, with the customs union (with the European Union) Turkey will be a production centre, a stepping stone, a penetration point for the markets."

His personal conviction has so far failed to persuade the markets. The lira has lost close to 35 per cent in the wake of the 12 per cent devaluation in January.

Mr Unsal is keen to stress that the crisis happened was a collective decision. "It wasn't fair to blame me. I had hourly meetings or daily meetings with the central bank, the state planning organisation and with finance."

He prefers to put a more positive gloss on what has happened. "Because of our inability to borrow in the last two months, our projected stock of

Treasury paper will be something like 22 per cent of our GNP, when it was quoted in the budget at 26 per cent."

Turkey's problems, he asserts, are short-term. "To see the development of the market can happen in just one day. To rebuild you may need more than one day. But the public should realise, the banks should realise, the business should realise, it's a fact of life. We have such disturbances."

Mr Unsal appears equally convinced that the banking sector can ride out the crisis. "If you talk about with your short position, and that's a fact of life," he says.

But he is sensitive to the suggestion that the policies contributed to the currency crisis. "Everyone needs a reason for a problem," he says, searching for an explanation. "Tax was certainly one reason. If you start taxing some of the instruments and not others, you create a disturbance to the advantage of one and disadvantage of the other."

"Treasury paper was used as a tax shelter. In late November, when tax rumours started, that's when the banks started to cover their positions."

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Turkey's car industry			
	Dec 1993	Jan 1994	February 1994
Production	38,116	34,197	15,739
Sales	40,237	27,015	12,088
Stocks	3,498	10,618	15,088

To February 15 only

Source: Turkish Daily News

12.5 per cent between 1987 and 1992. In terms of production, it ranks third after food processing and textiles and provides employment for more than 0.5m people.

The two largest companies, Tofas - a joint venture with Fiat - and Oyak-Renault together enjoyed a market share of 73.9 per cent in 1993. Total car sales in 1993 were 441,839, a 40 per cent increase over 1992 with demand fuelled by Turkey's high growth rates, the availability of credit and rapid urbanisation. In addition, the number of cars per 1,000 people stands at 35, one tenth of the average in western Europe, highlighting the potential for sales growth.

So why the fuss about customs union? The runaway rise in production and sales flies in the face of the general European trend, which has been quite in the opposite direction.

"There has been a long-term programme of investment in the Turkish car industry," says Mr Jan Nahum, general manager of Tofas. "Twenty-two years ago there was no auto market, even 10 years ago a viable auto sector was unimaginable."

Tofas, which in 1993 cornered 44.1 per cent of the domestic market, produces three main series - the Bird, based on the Fiat 131, the Tipo and the Tempra series with different models in each category. Tofas and its main competitor, Oyak Renault, are the only producers achieving close to optimum capacity.

In order to benefit from economies of scale and to remain competitive, the two producers

were heightened at the start of this year when the sector experienced the shock of a sudden, steep drop in sales. The 12 per cent devaluation of the lira and a sharp rise in interest rates stopped car sales in their tracks.

Consumer spending virtually dried up and car sales fell during January and February, leaving manufacturers with mounting stocks, an almost unknown phenomenon in Turkey.

The economic uncertainty had an immediate and brutal impact - Tofas workers were put on paid leave and Renault cut production by bringing forward paid leave and working a shorter week.

The country's economic difficulties were compounded by the political uncertainty with no prospect of an upturn in sales until well after the municipal elections at the end of March. The unexpectedly good showing of prime minister Mrs Tansu Ciller at the polls and the prospect of a stabilisation programme provide only the faintest glimmer of hope for the car industry.

"Disastrous" is the most frequently used adjective to describe the first quarter of 1994 for the industry. The possible effect on investment together with the prospect of lay-offs have armed the sector with more ammunition to argue for an adjustment period to customs union. Meanwhile, other industries are joining the chorus, cautioning that customs union may not be as beneficial as at first appeared.

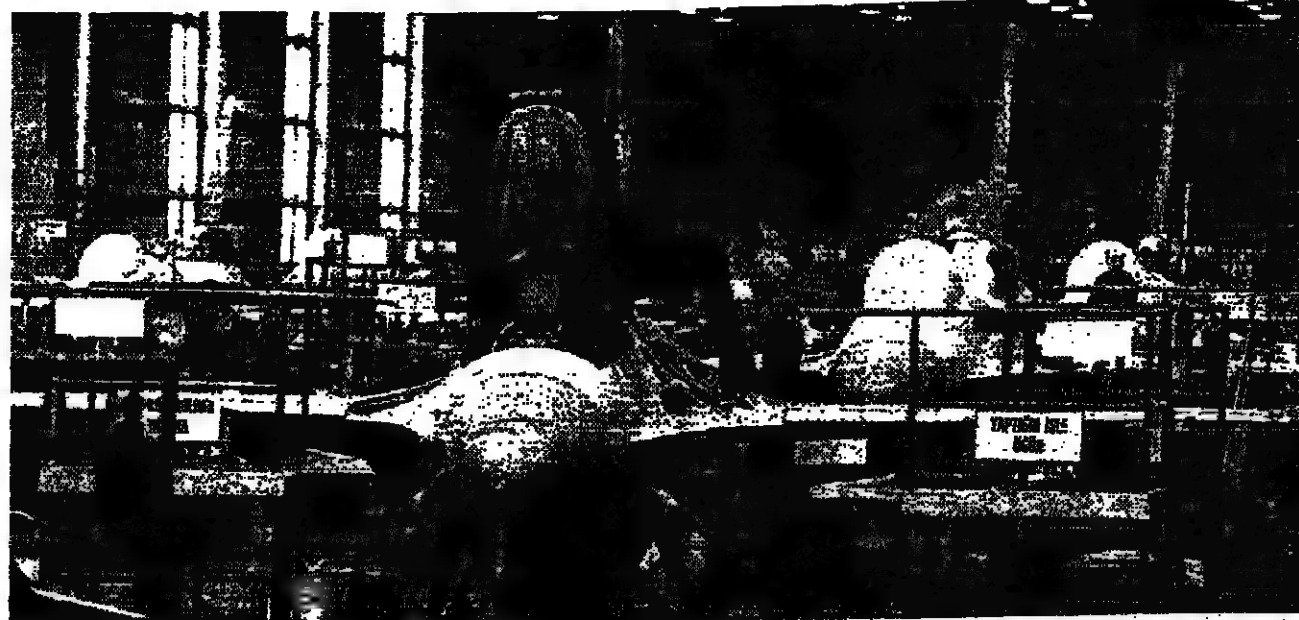
Anne Counsell



## TURKEY 6



Bosphorus Ferries on the Golden Horn at Istanbul, with the mosque of Süleymaniye the Magnificent in the background



Turkish Aerospace Industries' plant in Ankara, a joint venture with General Dynamics of the US, produces F16 fighter aircraft for the air force

John Murray Brown assesses a move that will have a great impact on the country's economy

## On the last lap to a customs union

After 20 years of fitful progress, Turkey and the European Union seem finally to have embarked on the last lap to a customs union. The visit of Sir Leon Brittan, the EU external affairs commissioner, has given a new momentum to the project. If all goes to plan, the trade barriers scheduled to be lifted in 1995 will mark an important change in Turkey's business environment, and a further milestone in the bid for full EU membership.

Considerable adjustment is required just to Turkey's budget but also to the balance with the EU and to those sectors of industry most vulnerable to import competition.

Implementing a customs union is difficult at the best of times, but Turkey is trying to do so in a more difficult economic environment.

Recent turbulence in Turkish currency markets has forced the government to devalue the lira by 10 per cent. Commission officials believe the crisis has made it all the more urgent that Turkey address the structural problems of its economy before lowering its guard in its EU competition. On many counts - inflation, interest rates and the public sector deficit - Turkey diverges from the European

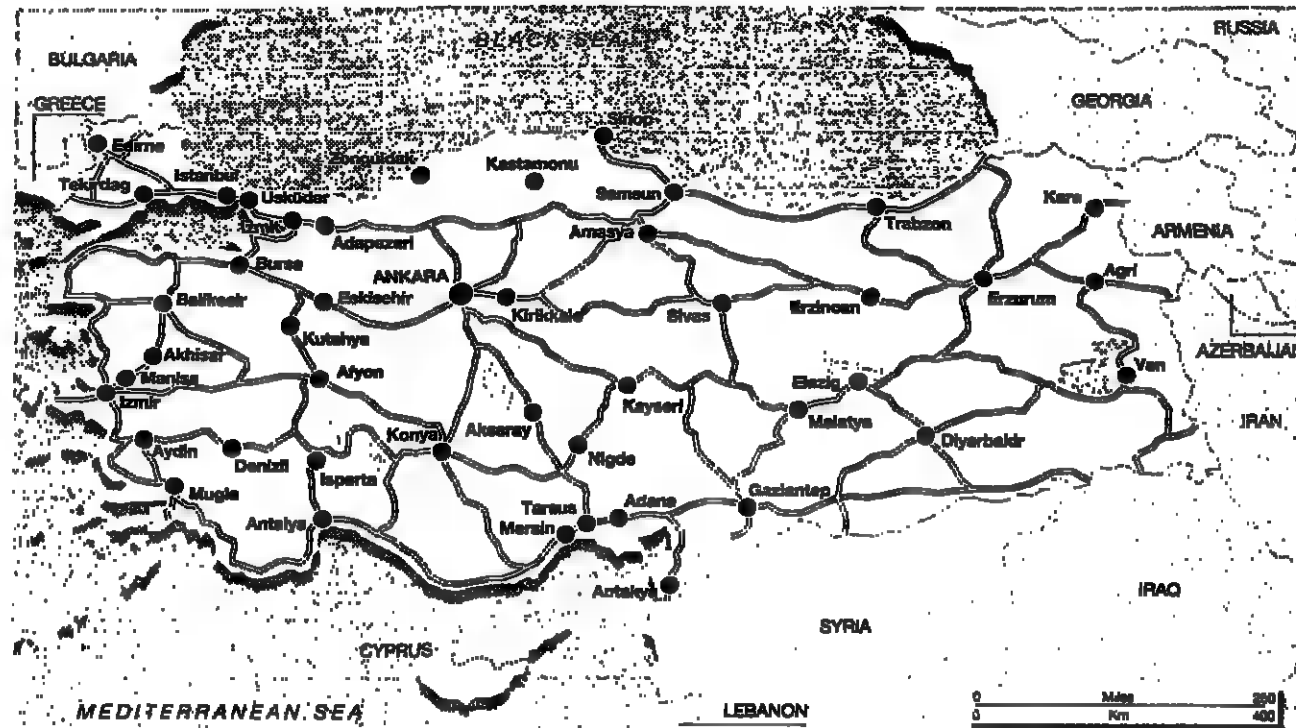
Turks wonder whether the attempt to integrate the country's economy with the EU is too ambitious. Nevertheless, Sir Leon Brittan says that a customs union will have a stimu-

lative effect. However, he warns that without underpinning the process with an austerity programme, Turkey is in danger of dissipating the gains that might accrue from membership.

Turkey might make a better start to help the process of economic integration. The Turks point out that they will be the only country to make a customs union without first being a full member. As long as Greece continues to be the only country between the Straits of Gibraltar and the Sea of Japan not to get EC aid, it is an official case put it.

Currently the only assistance available is under the EU's regional development policy, a regional assistance programme framed in the late 1980s with Turkey in mind to counter the growing threat of large-scale migration from the Maghreb countries of North Africa.

Yet, despite the inevitable pain of transition to a more deregulated economy, Turkey's commitment to trade liberalisation has always been motivated more by political than economic imperatives. Unlike some of the EU countries, Turkey's political parties, with



the exception of the Moslem-backed Refah or Welfare party, all support the objective of closer ties with Europe.

Though Turkey's application for full EU membership was

politically shelved in 1989, officials believe there is little realistic prospect of accession in the foreseeable future. But Ankara is all too aware that any slip-up in its relations with the EU would damage even its distant

ambitions, at a time when Turkey is already losing ground as a quasi of eastern and central European countries.

In some ways convergence is already happening. In financial services, for example, Turkey has already adopted many of the EU banking directives. As the number of foreign companies setting up joint ventures with local partners picks up, national brand names are giving way to international products.

Both Turkey and the EU have compelling reasons for seeing the negotiations through to a successful conclusion. For the EU, customs union will mark a further deepening of trade relations. Turkey is a dynamic regional trade hub, with a population of 60 million, already the EU's ninth largest export market.

What is more, over the past decade the Turkish economy has enjoyed average growth of more than 6 per cent, higher than any member of the Organisation for Economic Co-operation and Development.

Last year, two-way trade amounted to \$20bn. In Brussels, Turkey is viewed as a vital partner in the newly emerging economies of the Black Sea and central Asia.

If there is to be a permanent solution to the Arab-Israeli dispute, then here too Turkey will play a big role, controlling as it does much of the region's vital water resources.

The move to a customs union will not be easy. The World Bank, in an article in its Economic Review last year, suggested a customs union would have little beneficial effect on welfare. The impact of such reform would be to exacerbate the already wide disparities of income between Turkey's prosperous western seaboard and the poverty-stricken eastern provinces.

The economic case for trade liberalisation is that it will stimulate efficiencies, deepen Turkey's industrial base and encourage foreign capital investment in sectors where Turkey has real comparative advantage, such as processed foods, retailing and light

industries.

However, the customs union presents a big challenge for the Turkish economy. Treasury officials maintain that the move to lower tariffs could reduce tax revenues by as much as \$3bn a year. As the barriers come down, imports are set to rise by a further \$1.5bn to \$2bn, adding to the trade deficit, which in 1993 was already at a record \$14bn. In the current financial environment, it has been hard for Turkish companies to make the most of long-term investment in upgrading technology needed to weather the increased foreign competition.

For foreign investors too, the customs union is forcing a rethink of strategies. Until now, most foreign companies have been attracted to Turkey because of the size of its market, its large population and, most important, because of the protection offered to an investor. With customs union, the market of 15 million producers is likely to come under pressure from imports. Moreover, until the government tackles the problem of inflation, which is as high as 70 per cent, and real interest costs of 30 per cent, the investment climate will remain bleak.

Just to complete the administrative workload, Turkey faces an awesome agenda. The urgency is underlined by the fact that all of this has to be completed by November, when a substantial meeting of the Turkish-EU association council is due to set a final date for completion.

Several problems remain to be resolved. First, reductions are needed to arrive at a zero tariff for EU goods and the adoption of the common external tariff (CET) applied to all incoming goods - the first which distinguishes a customs union from a free trade agreement. From a sample of EU industrial items, the commission estimates that the effective protection levied against EU goods is still about 15 per cent. The Union, since 1973, has provided duty-free access

for all Turkish industrial goods, except textiles which remain restricted by quota.

There are also in the political arena, too. Real issues remain that the Turkish parliament, given its poor record of passing legislation, can meet the legislative timetable to bring trade and industrial policy into line with that of the EU on issues that range from intellectual property rights to competition and state aid policy. The commission insists that until the necessary legislation has been approved and actually implemented, the customs union will not be fully working. Both sides are giving renewed impetus to the process through the EU-Turkish parliamentary group - normally the forum for European criticism of Turkey's human rights record.

But the main obstacle is likely to come from Turkey's large protected industries including car and textile manufacturers. Having prospered behind high tariff barriers for so long, there are understandably strong feelings against the cold blast of import competition. In the car industry - Turkey assembles locally-made Fiat and Renault - protection levels are still around 100 per cent. A report commissioned by car manufacturers suggested that Turkey would need another five years of protection to recover the cost of investments in new models now being undertaken, in expectation of the increased competition.

Paradoxically, the threat to the car industry is not so much from EU imports as from eastern and central Europe, with the Czech Skoda and the Russian Lada already making inroads, and likely to penetrate further once the 10 per cent CET for cars from third countries is adopted.

The commission's position is that if the car industry wins a delay in the timetable past 1995, then European textile manufacturers will almost certainly argue for the retention of quotas. "What's the sauce for the goose is sauce for the gander," as Sir Leon Brittan put it.

The narrow victory won by Mrs Tansu Çiller, the prime minister, in last month's local elections has given the government a breathing space. But the commission is certainly under no illusions as to the difficulties in bringing Turkey into a customs union.

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Financial Profile (Billions of TL.)	Dec. 31, 1992	Dec. 31, 1993
Total assets	1,488	5,766
Total loans	763	3,384
Total deposits	687	2,985
Shareholders' equity	162	475
Interest income	123	703
Income before tax	77	296
Net income	62	212



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## Profile: TANSU ÇİLLER

## Thatcher-style public relations

The prime minister is running behind schedule. The man with the face like a cooked ham is a British public relations adviser who used to work for Mrs Margaret Thatcher, her British counterpart. Another adviser is the phone to Elle magazine in Germany about the possibility of doing a cover story during Mrs Tansu Çiller's trip to Bonn.

Unfortunately, Mrs Çiller's policy advisers have often failed to match the aplomb of her public relations. This is certainly not the "agent of change" that one Western ambassador suggested. But for all her lack of experience, she has a strong instinct for survival. Her party's narrow victory in local polls on March 27 is largely put down to her popularity. The man on the street says she should have given the benefit of the doubt. It is hard to find a shopkeeper who blames her for the economic mess - through that is not the view in the boardrooms and banking halls of Istanbul.

Mrs Çiller is a walking contradiction. A successful, independently wealthy woman in a male-dominated, Islamic society, she seems equally at home donning the headscarf in deference to Islam or a headscarf in support of the soccer team Galatasaray's short-lived but heroic run in the European Cup.

Her rise to power owes much to the patronage of Mr Süleyman Demirel, former prime minister, whose resignation to the presidency paved the way for



Tansu Çiller: her hold on power is something of a mystery

Mrs Çiller's leadership victory. Mr Demirel was reportedly impressed by her calm criticisms of the late Turgut Özal, then Motherland party prime minister, whom she replaced in 1993.

Tusiad, the businessmen's association. During the election campaign of 1990, Mrs Çiller was frequently photographed on Mr Demirel's right. It worked for the six-times prime minister. His True Path party won the election, though without an outright majority. What perhaps did not work was having to give Mrs Çiller a senior cabinet position.

More than 10 months in office, Mrs Çiller's hold on power is still something of a mystery. Her impetuous management style has shaken the country's business community. The casual list of impressive resignations since she became prime minister. The former head of the state planning organisation has been one of the most virulent public critics.

Her victory in the True Path party election in June 1993 over Mrs İsmet Seğin, nominally the choice of Mr Demirel, is largely unexplained.

She seemed genuinely pushed when asked during the campaign how many party MPs could be relied on for her. One senior DYP figure says none of the cabinet supported her candidacy.

Mrs Çiller, a 49-year-old former Istanbul University professor, is in many ways a political maverick. The Turkish press has been full of rumours about her husband's irregular business dealings - particularly the collapse in 1990 of the Istanbul Bank of which he was a director - there seems to be no White House waiting to engulf the prime minister.

Cynics point out that Mrs Çiller helped the newspapers financially with generous breaks and investment incentives just before the leadership challenge.

Her economic policies will continue to be under close scrutiny, but her political life remains obscure. Her line on the Kurds clearly served her well in the local elections. Indeed, one of the most lasting impressions of her administration has been the way she has accommodated the military - in the fight against the Kurds and in the more parochial matter of pay rises for the armed forces and the extension of the service of General Dogan Gures, the head of the army.

Gen Gures was among the first of the public figures to applaud Mrs Çiller's recently unveiled austerity package.

John Murray Brown

سكنا من الامم



# FINANCIAL TIMES SURVEY

## AUSTRIA

Friday April 15 1994

The economy: nimble exporters saved the day: PAGE 11

Foreign relations: focus is on European Union entry terms: PAGE 11

The recession came and went so fast that many Austrians now wonder whether it happened at all. Even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn. Patrick Blum reports

### New challenge in Europe

Austrians tend to be cautious, but there is no hiding the general feeling of relief and optimism, not to mention surprise, at having left behind so quickly the country's worst recession for more than a decade.

The recession came and went so fast that many Austrians now wonder whether it happened at all, although rising unemployment is a reminder of the country's vulnerability to external economic developments. But even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn.

One explanation is that Austria continued to benefit much more than initially thought from the opening up of the former communist states in central and eastern Europe. While growing exports to eastern Europe could not fully compensate for declining trade in traditional western markets, they reduced the impact of the downturn. Domestic demand also held up relatively well, with public and private consumption boosted by tax reform and an acceleration in planned government expenditure on infrastructure and housing. There were other factors. Wage rises were moderated by fear of unemployment, although at 4.2 per cent of the work force, the proportion of people without jobs is well

below that in other European countries.

Many sectors of the economy are still sheltered from international competition, and the predominance of small and medium sized companies - which proved to be much more flexible than the large mainly state-owned groups - also helped. Many companies were able to switch markets and adapt production relatively easily.

Whatever the reasons, Austria's recession - with gross domestic product declining by about 0.25 per cent in 1993 - will have been one of the shortest and mildest in Europe. A modest recovery is forecast for this year, although as growth picks up again in Europe, especially in the important German market which takes about 40 per cent of Austrian exports, Austria should be well placed to reap the benefits. Growth may turn out stronger than the 1.5 per cent forecast.

Austria will also be well placed to benefit from European Union membership - expected on January 1, 1995 - which will give it full and free access to the Union's expanded internal market and strengthen the country's attraction as a base for foreign investment. Good infrastructure and telecommunications, a skilled and disciplined labour force - strikes are practically

unknown - a pleasant environment, and a government eager to encourage foreign investment, have already enticed many companies to establish themselves in the country.

Since the fall of communism in central and eastern Europe, Vienna's role as a regional base for western multinationals has been strengthened.

But membership will also bring costs. Austria's inefficient agriculture and food processing industries are in for a shock as protective barriers come down and prices are aligned with those in the rest of the EU.

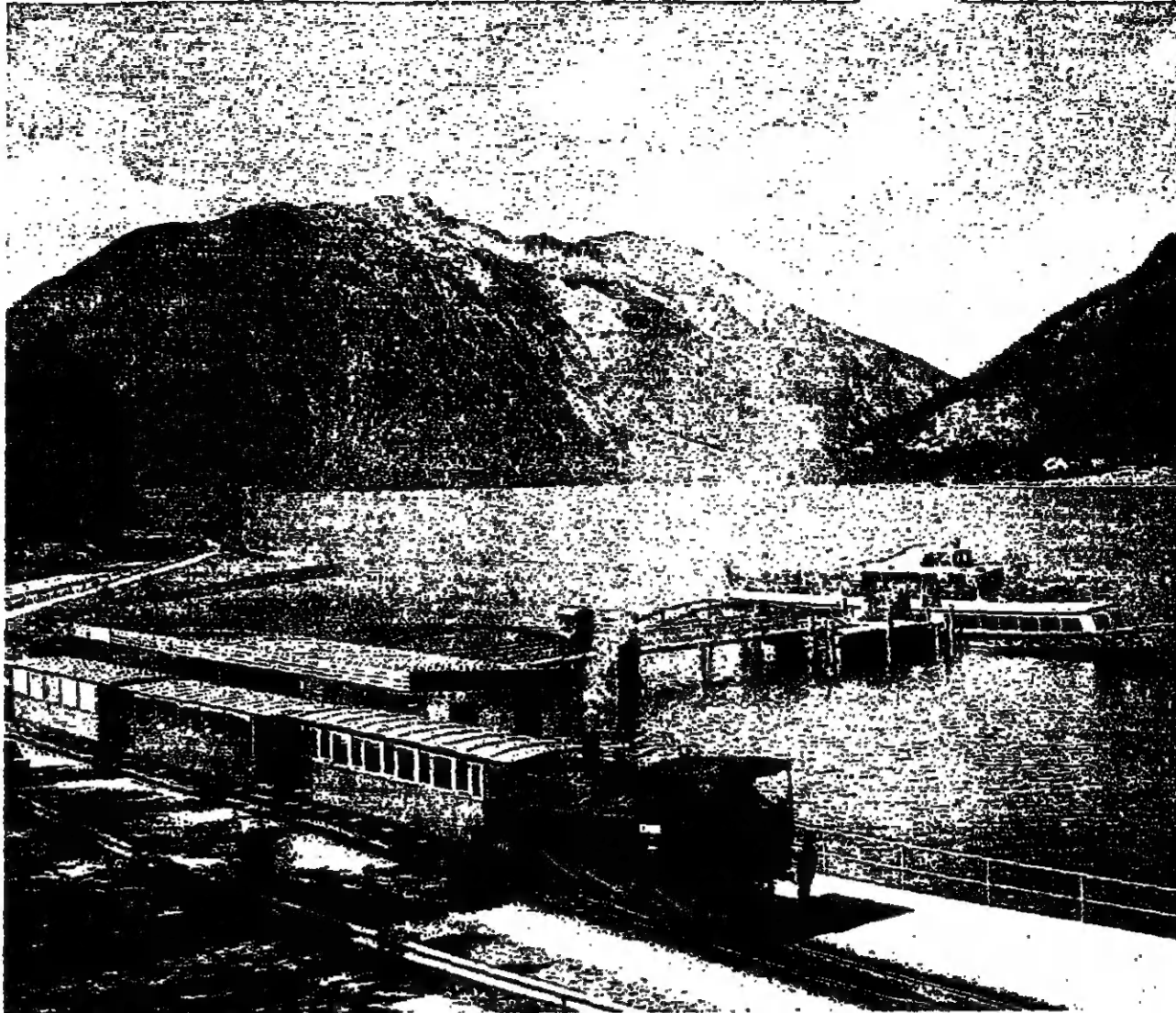
For the country's farmers, the blow will be cushioned by state and EU subsidies during the next few years, but the speed at which German milk producers gained local market share as the European Economic Area came into force on January 1 this year is an indication of the competitive pressures Austrian producers will face from now on.

The same is true for other industries where one of the biggest challenges comes from low-cost competition from central and eastern Europe. Manufacturers of sensitive products from cement to fertilisers face a tough future as eastern producers undercut prices even for the most economic and modern of Austrian plants.

Traditional industries will find it increasingly difficult to compete against producers benefiting from labour costs of almost one tenth those in Austria. This has encouraged a growing number of Austrian companies to internationalise their operations by moving labour-intensive production to neighbouring countries.

"For the cost of running a small factory with 50 workers here, you can move to Bratislava and employ more than 200 workers," says a businessman. Austria has emerged as the largest western investor in the region in terms of numbers of joint ventures established.

EU membership will also accelerate the pace of restructuring. Productivity gains in recent years have helped the most exposed sectors to adjust to international competition, but further improvements will



Revenues from tourism account for about 8 per cent of Austria's gross domestic product. See report, Page IV

be needed if Austria is to remain competitive as a business location.

Mr Franz Vranitzky, the social democrat chancellor, says that raising skills and quality will be central concerns of the next government after general elections in October. "In Europe, it is increasingly difficult to maintain employment. Every structural change has ended with a decline in industrial jobs. We would not be well advised to copy eastern Europe [with cheap labour]. We need a high level of development, of education and skills," he says. Openness and competitiveness will be the most important factors in securing future prosperity, he adds.

Good intentions, however, are not always easy to live up to. Last year, the government overshot its spending targets by about 60 per cent with the budget deficit rising to just under 4 per cent of GDP. The worsening deficit was due to lower tax revenues, a virtual halt in the privatisation programme, and rising social outlays for unemployment.

The deficit should come down this year as the recovery strengthens and privatisations get under way again. Moreover, the deficit is not as serious a problem as in other European countries, and it would represent only about 2.5 per cent of GDP if the healthier provincial government finances were taken into account. Inflation, at 3.1 per cent, is falling slowly. Economists would like to see the government make greater efforts to cut spending, but with a referendum on EU membership and a general election due

later this year, improvements on this side are likely to be modest. The EU referendum is scheduled for June, and the future of the coalition between the Social Democratic Party (SPO) and the conservative People's Party (ÖVP) will be tested in general elections in October. Barring surprises, the referendum should come out in favour of membership, with Austria joining on January 1. Opposition to joining has so far remained fragmented and weak, and opinion polls suggest that a clear majority of

voters favour membership. The Greens and Mr Jörg Haider's Freedom Party (FPÖ) on the extreme right are opposed to membership, though they are divided on the issue.

The greatest threat to a positive outcome may be complacency, with people, especially socialist voters, not bothering to vote - "for the right or wrong reasons, the EU has not been a very attractive product to sell," says Chancellor Vranitzky. It is widely perceived to have failed in its peace-making efforts in Bosnia; it is identified with the international recession; and it has much higher unemployment than Austria. The recent quarrel over minority votes was unedifying.

"So it takes an extra effort to convince our people that as a model it's an improvement," he says.

Uncertainty over the referendum's outcome worries business - "if we don't join, foreign investment will dry up. If there is no foreign investment, there'll be no technological transfer. And if there is no technological transfer, we will not be able to modernise our economy and compete," says a local banker.

Officials, however, believe they have secured sufficiently attractive membership terms and enough concessions from Brussels on agriculture and transit lorry traffic to win majority support for membership.

The general election will present the ruling parties with a different challenge. Their popularity has steadily declined since the 1980s as an increasing number of voters has grown tired of the old system under which the social democrats and conservatives have shared out power and patronage among themselves.

Dissatisfaction has boosted the Freedom Party and the Greens, but the FPÖ's xenophobic anti-immigration campaigns have effectively ruled it out as a coalition partner, while the Greens and the Liberals remain too small to exert much influence. The most likely outcome of the elections remains another grand coalition.

### The best connections to the East...

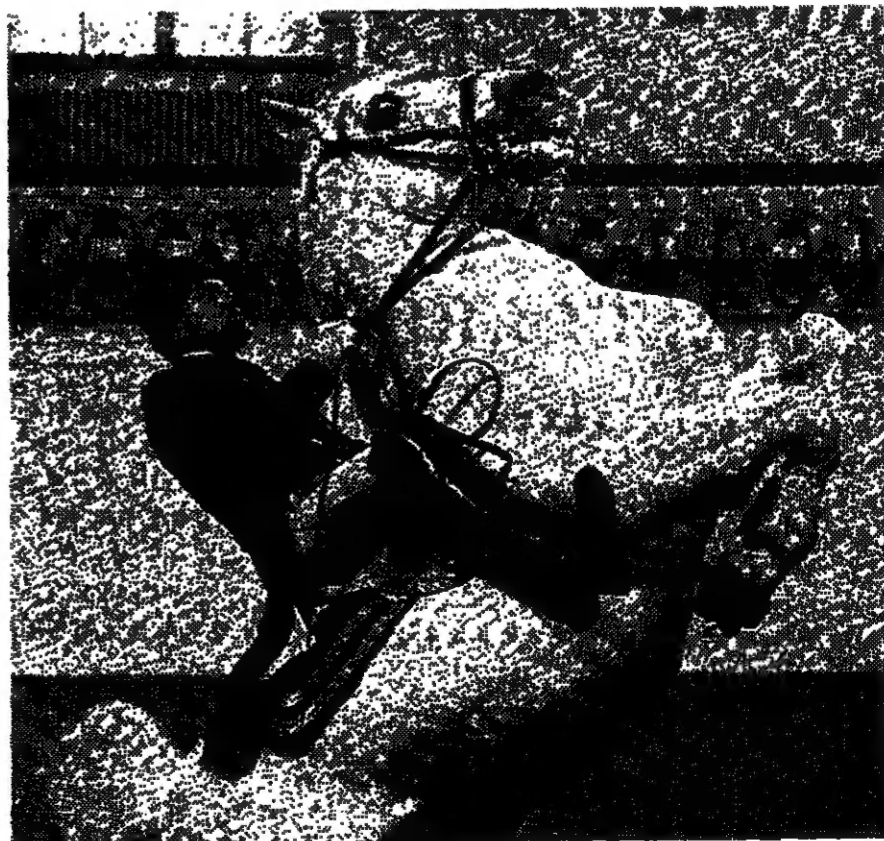
Amsterdam dep. 09.05  
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Düsseldorf dep. 09.15  
Frankfurt dep. 09.20  
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Hamburg dep. 09.20  
Helsinki dep. 09.05  
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Madrid dep. 08.00  
Milano dep. 09.15  
München dep. 09.35  
Paris dep. 09.10  
Roma dep. 09.05  
Stockholm dep. 09.30  
Stuttgart dep. 09.00  
Torino dep. 09.15  
Venezia dep. 09.05  
Zürich dep. 09.35

Bratislava arr. 13.15  
Bucaresti arr. 14.35  
Budapest arr. 12.40  
Kiev arr. 14.50  
Ljubljana arr. 15.40  
Minsk arr. 14.45  
Moskva arr. 15.10  
Odessa arr. 15.05  
Praga arr. 15.45  
St. Petersburg arr. 16.15  
Sofia arr. 14.40  
Timisoara arr. 14.35  
Tirana arr. 14.05  
Vilnius arr. 14.30  
Warszawa arr. 12.45  
Zagreb arr. 12.45

If you do business with Eastern Europe, you'll probably keep running up against questions like "What's the best way to get from London to Tirana?" or "Which airline will fly me from Amsterdam to Odessa?" or "Which is the fastest connection from Milano to Bucharest?". For answers to questions like these, consult the Austrian Airlines Timetable. For decades now, we at Austrian have been operating ideally coordinated services between Eastern and Western Europe. As the table shows, the best connection between West and East will tend to be with Austrian Airlines. Any travel agency or Austrian Airlines Office will be glad to provide details of the good connections we maintain for you in Eastern Europe.



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## AUSTRIA III

The agreement to join will open a new era, writes Ian Rodger

# Focus on EU entry terms

Most of Austria's diplomatic energies in the past year have been directed at negotiating the terms of entry into the European Union. There was no doubting the immense satisfaction in government and business circles at the settlement reached early last month.

However, the country has also remained active on other fronts, particularly concerning what it calls its neighbourhood, the countries of central and eastern Europe. It has also participated in the multilateral Middle East peace negotiations. And it has once again suffered an embarrassment with its state president.

The agreement to join the EU, provided it is ratified by a national referendum in June, will open a new era in Austrian political and economic affairs.

Mr Alois Mock, foreign minister, said after the conclusion of the negotiations that entry would enable Austria to regain its place at the heart of Europe after 40 years of forced neutrality.

"Thanks to its historical relations to the countries of central and eastern Europe, Austria will be able to make an important contribution to the policies of the union in this region," Mr Mock said. The country's economic and social stability, its hard currency and highly-trained workforce should also contribute to the integration process, he said.

As expected, the sticking points among the nearly 400 negotiating topics were agriculture and trans-Alpine transit, but Austria won satisfaction on both. A particularly aggressive sugar lobby won quotas beyond their expectations. "At times, we thought we were in a sugar negotiation, not an accession treaty," an Austrian diplomat says wryly.

On transit, serendipity appeared in the final tense stages of the negotiations when on February 20 the Swiss voted to ban all transit lorries from their Alpine passes from 2002. EU negotiators realised they had no choice but to concede to Austria's demand that the existing bilateral treaty forcing gradual reductions in lorry emission over the next decade.

The EU also magnanimously encouraged the European Investment Bank to help finance a Schöbn rail tunnel through the Brenner pass to take the pressure off the

motorway there. The upshot is that the immediate impacts on Austria of joining the EU look relatively modest. Manufacturing industries have already adjusted because of the activation of the European Economic Area (EEA) at the beginning of this year.

Mrs Maria Schaumayer, president of the Austrian National Bank, has served notice that the Austrian schilling will remain tightly tied to the D-Mark.

Mr Mock believes the biggest impact will be on farmers, whose lot will improve because of specially targeted national aid.

He also looks forward to the breakdown of quasi monopolies in many consumer product sectors as competition from EU producers increases. Already, Bavarian milk producers are upsetting the Austrian retail milk market, reportedly taking up to 15 per cent of the market.

Another area that will change is Mr

sending its own peacekeeping troops to Bosnia. Instead, it has sent troops to other trouble spots such as Rwanda, so that other UN forces would be available to serve in Bosnia.

The Middle East is another area of Austrian interest, following the long and sometimes controversial policy of the former chancellor Bruno Kreisky to promote ties with Arab countries. Dr Kreisky was the first western leader to invite Mr Yasser Arafat, the Palestine Liberation Organisation leader, to Europe, and the PLO's first representation in the West was opened in Vienna.

Last June, Mr Franz Vranitzky, the chancellor, signalled a return to a more balanced policy, becoming the first Austrian chancellor to visit Israel. He provided the long-demanded formal apology for Austria's involvement in the Holocaust. "We share moral responsibility because many Austrians welcomed the Anschluss, supported the Nazi regime and helped it to function," Mr Vranitzky said in a speech to the Hebrew University in Jerusalem.

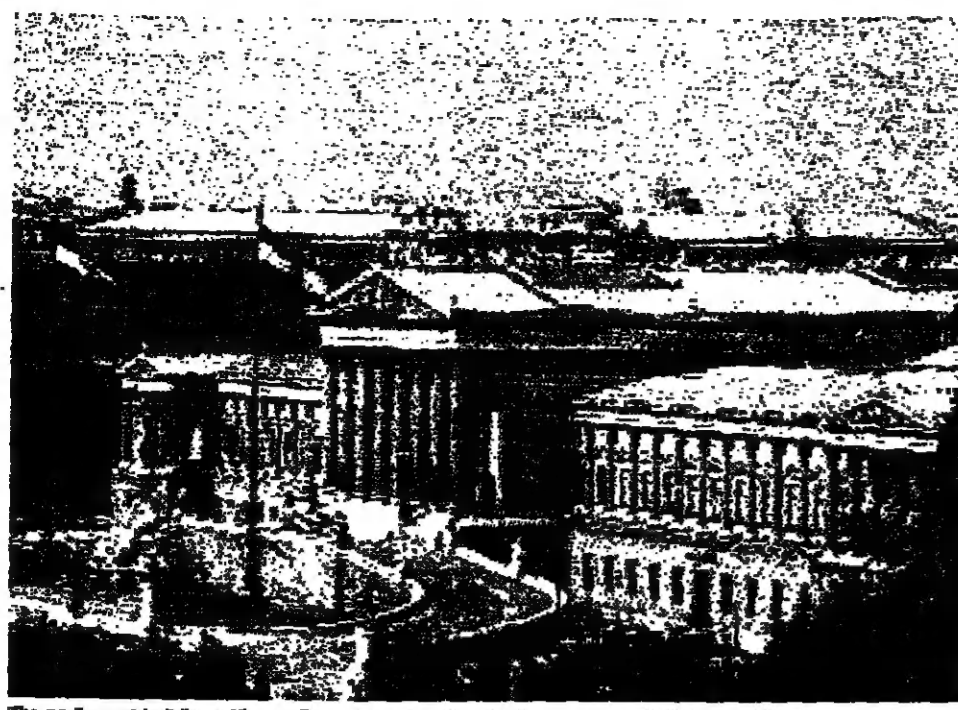
"We admit to all that has happened in our history and to the deeds of all Austrians, be they good or bad. Just as we claim credit for our good deeds we must beg forgiveness for the evil ones, the forgiveness of those who survived and the forgiveness of the descendants of those who perished."

Austria's relations with Israel and many other countries were made awkward in the late 1980s because of the efforts by Mr Kurt Waldheim, its president, to cover up his record as an officer in the German army during the second world war.

Mr Waldheim finally stepped down in mid-1992, making way for Mr Thomas Klestil, the polished former chief of the Austrian diplomatic service.

Mr Klestil has worked hard to restore external links, making visits to several countries. But his value, too, came in doubt last winter when he admitted publicly that his marriage was in trouble because he was having an affair with an official in his office.

He dithered for some time over how to handle the situation and ended up losing both his wife and his mistress.



The parliament buildings, Vienna. Recent events will make the government's life more difficult

FRANK ARNT

Vienna fears delays in Brussels, writes Patrick Blum

## A hectic year for the politicians

This year is proving to be even more eventful than expected for Austrian politics. Provincial elections in March saw a surge in the protest vote and support for the extreme right and the Greens at the expense of the establishment parties.

Shortly afterwards, the European Union's unseemly debate on how to block decisions within the EU threatened to undo months of careful campaigning to win public support for Austria's EU membership bid. Both events will make the government's life more difficult.

A referendum on EU membership is set to take place in June - the favoured date is June 12 to coincide with Europe-wide elections to the European parliament. If all goes well, Austria could become a member on January 1 next year. But Vienna fears that delays in Brussels or in the European parliament could upset the timetable and reduce domestic support for membership.

The row within the EU over blocking rights had a negative impact on local opinion. "It looks bad. People can't understand what it's about. They are asking why should we join this mess," says one official.

This is a far cry from feelings three weeks earlier when Mr Alois Mock, the veteran foreign minister who headed Austria's negotiating team, was given a hero's welcome on his return from Brussels following agreement over membership terms.

Differences with the Commission over agriculture and transit traffic which threatened to derail the talks were successfully overcome in a deal that most politicians considered good, although it was immediately, and predictably, denounced by the Greens as a sell-out.

The results of the negotiations strengthened support for membership with the latest opinion polls showing more than 50 per cent in favour, and around 30 per cent against, with a diminishing number undecided. An extensive government campaign in favour of membership has had a positive impact.

Officials are optimistic about the referendum, provided "the EU doesn't break down or there isn't another mismanaged crisis as in Bosnia," says another observer.

"If nothing [centrally happens] over the next 24 months, the outcome will be positive. It could even be a much as 55 per cent in favour," says Mr Erhard Busek, the conservative vice-chancellor. Ironically, the strength of current support for EU membership has raised fears that people will not bother to vote.

The government also has other worries. Elections to provincial parliaments in Carinthia, Salzburg and Tyrol on March 13 turned out worse than expected for the social democrats (SPO) who lost ground across the three provinces. The conservative People's Party (ÖVP) fared relatively better, increasing its vote in Carinthia but losing voters in Salzburg and Tyrol. The new Liberal Forum failed

to make a breakthrough or win any seats.

The victor was Mr Jörg Haider, the youthful-looking populist leader of the right-wing Freedom Party (FPÖ). The Greens also did well, although they were helped by local factors.

The FPÖ - which under Mr Haider's leadership has veered firmly to the far right with emotional campaigns against immigration - won more than 33 per cent of the vote in Carinthia and was a close second to the social democrats whose

majority of party members rejected EU membership in an internal party poll this month. About a quarter of the Greens also favour membership, and opposition to joining the EU has been politically weak and primitive, with wild claims about bureaucracy, corruption and the loss of thousands of jobs as result of membership.

Mr Busek and, it seems, a large proportion of the public, are unimpressed. "What counts is not what the parties say, but how people feel, and that's a good thing in a democracy," he said.

Both parties expect to lose some support at the general election, but Mr Busek is confident about the outcome: "It will be very similar. The government parties will lose a bit, with the social democrats losing more, but there is no alternative to a [grand] coalition," he says.

An alliance with Mr Haider's freedom party is politically impossible - "Haider has put his party out of political business. The FPÖ can't be in any coalition," says Mr Busek. The Liberals also look weak and, in what is still a strongly Roman Catholic country, may have been damaged by a debate in which they pressed for a full separation of church and state.

Mr Busek says that, for all its drawbacks, the current coalition offers stability at a time when Austria faces important changes, and this may be a winning argument. The debate over EU membership has caused divisions within the Greens and FPÖ, with Mr Haider's business backers worried about the potential consequences of economic isolationism. The FPÖ leader said he would not tell supporters how to vote in the referendum, though a large

The FPÖ also increased its share of the vote in Salzburg and Tyrol

share of the vote fell 8.5 per cent to 37.4 per cent.

Mr Haider wanted to win back the province's governorship which he was forced to relinquish three years ago after he made a speech apparently endorsing Nazi employment policies. But in spite of the FPÖ's strong showing, neither the social democrats nor the People's Party appear willing to enter into a coalition with Mr Haider.

The FPÖ also increased its share of the vote in Salzburg and Tyrol, and its success will give a boost to Mr Haider and his party for next October's general election.

The Greens were the other "winners", increasing their share of the vote to 10.5 per cent in Tyrol and 7.3 per cent in Salzburg provinces. Ms Madeleine Petrovic, the Green party leader, said the results provided "the best starting position for the general election", although support in Tyrol may have been heavily influenced by a mixture of concerns over lorry transit

Manufacturing profile: Lenzig

## Global expansion

It is always a surprise to find "the largest" of anything in a small country such as Austria. Lenzig, the viscose, plastics and papers group based in the eponymous Austrian town near Salzburg, for example, is the world's largest producer of viscose, the wood-pulp-based fibre that is the raw material for rayon and other woven and non-woven products.

Viscose has not been a growth sector for some time. On the contrary, the world market has long hovered around 2m tonnes a year, and prices are frequently under pressure as a result of competition with other fibres and low-cost producers in developing countries.

But Lenzig, in which two Austrian banks have large minority shareholdings, has followed a deliberate policy of increasing its concentration on viscose - which now accounts for three quarters of its Schöbn annual revenue.

In the past two decades, the number of viscose producers in Europe has dropped from 25 to seven, but Lenzig believes the remaining three majors, including Courtaulds of the UK and Hoechst of Germany, can thrive on the basis of high quality products and service.

So it has consistently built up its capacity, and last year surpassed Birla of India to become the world's largest producer, with annual capacity of 268,000 tonnes in plants in Austria, the US and Indonesia.

The group has combined this expansion with a big commitment to research and development of new products, and is on the verge of large scale production of a new cellulose-

based fibre called Lyocell.

In the early 1980s, the group was looking for ways to make better fibres from dissolving pulp. Viscose has a relatively poor image and an unpleasant smell and the production process requires a number of nasty chemicals, including carbon disulphide and caustic soda. Lenzig has had to spend \$2.1bn since 1988 to make its mills environmentally friendly.

The answer, it hopes, is Lyocell, a fibre developed in the early 1980s by Akzo, the German chemicals group, that uses N-Methyl-Morpholine-Oxide (NMMO) as a solvent.

Lenzig is one of only two companies that have licences to use the basic Lyocell technology

For one thing, the production process is an energy-efficient closed loop, with both the NMMO and water being recycled. Lyocell fibres also have greater wet tenacity than viscose and better form stability.

Lenzig is one of only two companies - the other is Courtaulds - that have licences to use the basic Lyocell technology. Courtaulds has developed a fibre called Tencel, which has soft, peach fuzz characteristics.

Lenzig has been moving in a different direction, trying to perfect a fibre that will enable it to compete effectively against cotton and silk in high-quality, high-volume clothing lines, such as shirts, blouses and dresses.

In 1990, it started up a pilot plant in Lenzig to produce

what it calls Lyocell by Lenzig.

By last year, the product was so good that the group could sell the 200 tonnes annual capacity at roughly two times the price of viscose.

Within the next few weeks, the group hopes to win approval of its supervisory board to invest more than \$1bn in a full-scale 20m tonnes-a-year plant. A rights issue to finance it would be necessary, as the group's balance sheet has been weakened in the past few years by its heavy investments in pollution control equipment.

Moreover, in 1992, weak fibre prices undermined margins and the group fell into loss and a further loss occurred last year.

Undaunted, Lenzig continues to develop its viscose business. In August, 1993, it bought a 45,000 tonnes-a-year viscose plant in Tennessee from BASF and has since boosted capacity to 60,000 tonnes. Expansion of its plant in Indonesia was also completed in 1993 and a further \$100m expansion is under consideration.

Last autumn, it won a \$350m contract to build a 20m tonne viscose plant in China, with options to participate in the sector at a later stage.

And last month, it entered a 100,000 tonnes a year dissolving pulp joint venture in Brazil with Klabin Fabricadora de Papel e Celulose and the International Finance Corporation to secure raw material supplies for its viscose plants throughout the world.

Ian Rodger

# VA Technologie.

The VA Technologie Group was recently established from the main engineering activities of the former Austrian Industries.

Under one roof, the Group brings together a portfolio of highly qualified and internationally respected companies

to form the largest engineering group in Austria, with over 13,000 employees and turnover of ATS 22.5 billion.

VA Technologie is active in Metallurgical Engineering, Energy & Environmental Engineering and Construction and Engineering Services - on a truly worldwide basis, with over 50% of turnover generated outside Austria.

And, in an international economic climate which has been less than kind, VA Technologie has thrived.

This is partly due to our commitment to innovation. We hold 2379 patents worldwide and invest some ATS 900 million a year in research and development.

But the principal reason for our success is our ability to combine skills within individual Group Companies and to "network" them to produce genuinely integrated solutions for our clients.

For a copy of our 1993 Annual Report, please contact Dr. Michael Losen at VA Technologie AG, Lunzerstraße 54, A-4031 Linz, Austria.

# Well on the way to world class.

FINANCIAL HIGHLIGHTS	1993	1992	1991
(ATS bn)	(ATS bn)	(ATS bn)	(ATS bn)
ORDER IN TAKE	2,647	2,645	2,571
ORDER BACKLOG AS AT 31 DECEMBER	2,647	2,645	2,571
CONSOLIDATED TURNOVER	22,452	23,481	20,465
PROFIT FROM OPERATING ACTIVITIES	974	925	731
OVFA EARNINGS	812	831	681

**VATECH**

VA TECHNOLOGIE AG



## AUSTRIA IV

Patrick Blum reports on the  
tourist industry

## Hotel owners feel the pinch

One in every 20 foreign trips taken anywhere in the world leads to Austria, according to official tourism statistics. But while this testifies to the strength of Austria's tourism industry, the past two years have not been good years for hotel owners and tour operators.

The recession in Germany, devaluations in Britain and Italy, and a decline in the number of travellers from the US, combined to depress foreign currency revenues to Sch56.2bn last year, down from the record Sch161.2bn in 1991.

Arrivals and overnight stays were down in every province except Styria, in spite of considerable investment and marketing efforts. Officials hope that with Europe now gradually pulling out of recession, this year will bring better results, thereby helping improve declining profit margins.

Any improvement would also help accelerate recovery for the national economy, which in turn would encourage more Austrians to spend time away from home and boost domestic tourism.

A few statistics give an indication of the industry's economic and social importance.

Revenues from tourism account for about 8 per cent of gross domestic product, rising to 15 per cent of GDP if the leisure industries are included. About 164,000 workers are employed directly in restaurants and hotels; another 100,000 are self-employed and, if workers in related activities including in boutiques, travel agencies, and leisure facilities, are included, the number of people employed directly and indirectly in the industry swells to about 300,000 - representing about 13 per cent of the total workforce. The net Sch61bn foreign revenue income from tourism - after deduction from what Austrians spend abroad - covers almost 62 per cent of the country's deficit in traded goods.

Official policy is to encourage moves up-market by offering better accommodation and service, and catering for special interests or "hobby tourism".

This includes special programmes for tennis, water sports or golf and for those interested in fishing, riding, or who want to improve their health and looks.

There is an "Allegro Austria" programme dedicated to music lovers, and there are special programmes for families with small children. "These programmes have been very successful," says Mr Michael Raffling, head of the hotels and restaurants section in the Austrian Economic Chamber.

To take advantage of Austria's plans to join the European Union next year, the government recently announced that it would invest Sch3m-Sch4m in a special campaign throughout Europe on the theme of "Come and see the new member".

Meanwhile, the number of high standard hotels of five and four stars has risen steadily since the early 1980s from just over 100,000 in 1981 to 163,664 last year.

The number of two stars and single-star hotels has declined by about 100,000 to 278,916 in the same period. The number of middle range, three-star hotels has risen by about 50,000 to 240,146.

Most tourists come from western Europe with visitors from Germany accounting for 57 per cent of overnight stays, followed by visitors from the Netherlands with about 8.7 per cent; Britain with 3.8 per cent; Switzerland, the Benelux countries, and Italy whose share of overnight stays is down by more than 22 per cent.

There has been a steady flow of visitors from the former communist states of central and eastern Europe, raising the occupancy rates for cheaper accommodation.

Spending by east Europeans has grown since the early days immediately following the col-



Most tourists come from western Europe with visitors from Germany accounting for 57 per cent of overnight stays

lapse of communism when many visitors came on one-day coach trips to look at the city and spend practically nothing.

The opening up of eastern Europe has brought some competition for Vienna from Prague and Budapest, but generally it has had positive effects, as more people have wanted to travel in the region. Many visitors want to combine a trip to the three cities. Agents are increasingly offering "magic triangle" programmes, especially to visitors from the US.

Outside the main cities, competition from the former Czechoslovakia, Hungary and other east European countries

is limited by the range and quality of what they can offer, and while Austria is more expensive, it offers better service and infrastructure and a wider choice of activities in a cleaner environment.

Decades of investment and training were needed to make Austria's tourism industry one of the world's most successful, but it still faces a number of problems. Efforts to stagger domestic holidays have had little success so there is still overcrowding at popular spots, particularly in the winter.

The costs of environmental protection for a wide range of activities - from waste disposal

to ski runs - are rising rapidly. Community services and labour costs are also rising fast.

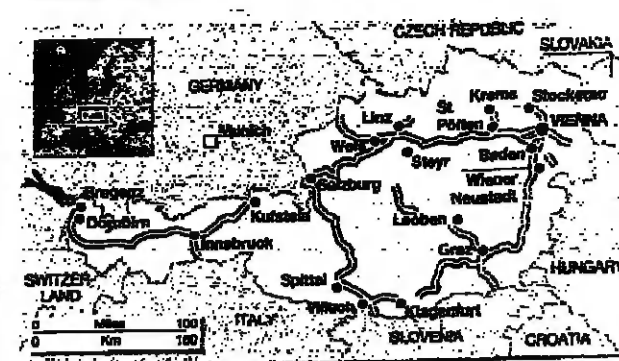
"The introduction of the five-day week in 1982 has notice-

ably increased costs," Mr Raffling says.

Environmental concerns can also make promotion more difficult. One idea was to have summer festivals in all the

### AUSTRIA: KEY FACTS

Area ..... 83,850 sq km  
Population ..... 7.9 million  
Head of state ..... President Thomas Klestil  
Currency ..... Schilling (Sch)  
Exchange rate (to £) ..... 1992: £1=Sch 10.89 1993: £1=Sch 11.54



### ECONOMY

	1992	1993
Total GDP at current prices (\$ billion)	185.3	180.5
Real GDP growth (%)	1.5	-0.25
GDP per capita (\$)	23,490	22,790
Federal government deficit/GDP (%)	3.3	-4.0
Public sector deficit/GDP (%)	2.0	-2.5
Consumer prices (annual % change)	4.1	3.1
Wholesale prices (annual % change)	-0.25	-0.4
Industrial production (annual % change)	-1.1	-0.8
Unemployment rate (% of labour force)	5.8	4.2
Discount rate (% and period)	8.1	6.4
Govt bond yield (% and period)	8.3	8.6
Total reserves minus gold (\$ billions)	12.98	14.6
Narrow money growth, M1 (% per annum)	6.2	7.6
Broad money growth, M3 (% per annum)	4.2	4.8
Current account balance (\$bn)	-0.7	-0.9
Trade balance (\$bn)	-0.6	-0.4
Main trading partners (1992, % of total)		
Germany	28.8	42.9
Italy	8.9	6.6
Switzerland	5.9	4.0
EU	66.1	67.9
EFTA	8.6	6.8
Eastern Europe	11.0	7.3

Sources: IMF, Datastream, EU, National Government. \* OECD definition. EU estimate.

The agriculture sector is uncompetitive, writes Patrick Blum

## Tough adjustments ahead

A collective sigh of relief greeted the news that Austria's negotiators in Brussels had finally reached agreement on European Union membership terms covering agriculture.

A "good" deal was seen in Vienna as crucially important if the government was to win support for a June referendum on joining the EU. In the event, most politicians saw last month's outcome to the negotiations as positive for Austria, and more importantly it was perceived that way by much of the public.

Even so, the government will be hard put to calm local fears about the impact of joining the EU. Austria's uncompetitive agriculture faces some tough adjustments.

The EU deal allows Austria to continue to subsidise its farmers for a period with generous financial help from Brussels, but it also requires Austria to open its market to competition with prices aligned on EU prices from day one of membership. There will be no soft transition period.

Austria will be able to limit imports of cereals, poultry, pork and milk over a four-year period. It was granted an annual milk production quota of 2.5m tonnes - less than the 2.9m tonnes it had originally sought but seen as an acceptable compromise in Vienna. A sugar quota of a little over 390,000 tonnes roughly meets real annual sugar production rather than the theoretical 450,000-500,000 tonnes claimed in the negotiations.

Mr Franz Fischer, agriculture minister, says the immediate cost of reducing prices to EU levels will be about Sch2.8bn. The EU is expected to provide about Sch2.8bn in environment-designated financial help in addition to standard support from its regional and social funds.

It is also hoped farmers will benefit from free access to EU markets, but the benefits may be delayed until Austria develops both better marketing and distribution networks.

Meanwhile, Mr Fischer is confident that Austrian agriculture can succeed

with new products and markets. "Austria can develop niche markets for environmentally sound produce. Biological farming production in Austria already is the biggest in Europe," he says.

Adjustment will be difficult but, he says, Austrian agriculture was already facing difficult changes under the new General Agreement on Tariffs and Trade. Even if Austria did not become a member of the EU, its agriculture would face serious problems. "Access to traditional markets in the EU would be limited and burdened with duties. Reduction of subsidised export quantities by 21 per cent and export subsidies by 36 per cent as stipulated in the Gatt agreements would worsen Austria's position," said a

**Migration from the land at an annual rate of about 5 per cent threatens long-term prospects**

recent agriculture ministry report.

Austrian agriculture is hampered by difficult local conditions, low productivity, narrow markets and poor distribution networks. Migration from the land at an annual rate of about 5 per cent also threatens long-term prospects. With a farmer's average income less than half that of an industrial worker, considerable incentives will be needed to keep people on the land.

There are about 270,000 farms in Austria, most of which are family owned. About half are smaller than 10 hectares and 45,000 are smaller than three hectares. One in three farmers works full time on their farm, and two thirds rely on a second job to supplement their income. Altogether farming employs about 5.5 per cent of the population, although it contributes only 2.4 per cent of gross domestic product.

Local climatic and land conditions make farming more difficult than in other European countries. More than 64 per cent of agricultural land is in mountain areas, and more than 60 per cent of farm-

ers are Alpine farmers - a higher proportion than in any other EU country. Mountain land is difficult to land, the use of machinery is limited and much of the work has to be done manually.

Because it is economically and socially important for Austria to keep people on the land - a large number of farmers help to sustain the economically vital tourist industry - farming is encouraged with a wide range of subsidies, and by any estimate, support will be needed for years to come. Modernisation and productivity improvements are likely to be slow.

Further down the food chain, the domestic food processing industry faces similar problems. Mr Werner Teufelsbauer, director of economic policy at the Austrian Economic Chamber, says both sectors will experience a shock as markets are opened up and protection ends.

He says Austria's exclusion from the EU for 20 years has not prepared it for the challenge and opportunities of a much wider market. It will take time and money to establish new market systems. Meanwhile, "quite a lot of companies could go bankrupt or be bought up by French or German ones," he says.

The food processing industries employ about 40,000 people, but make mainly basic products on an uncompetitive scale, he argues.

An example of things to come is provided by the rapid inroads of German producers of dairy products who have picked up 15 per cent of Austria's market in milk and yoghurts in the three months since the European Economic Area came into effect last January. Other sectors will face similar challenges.

Mr Alois Mock, the foreign minister who headed Austria's negotiating team in Brussels, is more optimistic. He says conditions for farmers, and especially mountain farmers, will improve during the transition as a result of the agreement. But no-one doubts there will be pain as well as benefits. "There will be tougher competition and we will see restructuring at the local level," he says.

Manufacturing profile: VA Eisenbahnsysteme

## A world leader in its field

Mention Austria to railway technology buffs and they will think first about Plasser & Theurer, the formidable family firm that makes a machine that simultaneously pulls up old track and lays down new.

But Austria has another company that dominates a niche in the international railway technology business. VA Eisenbahnsysteme, formerly part of the state-owned Voest-Alpine steel and engineering group, is a world leader in the manufacture of points (switches) for high-speed and heavy-duty rail lines.

It also makes other sophisticated rail-related equipment, such as trackside devices for detecting overheated rolling stock axles (hot boxes).

Until 1989, VAE was just a division within Voest-Alpine, sharing facilities and management with the group's tunnelling equipment division at Zellweg in the middle of Styria. The first switches were made there in 1886.

Its reputation for quality was such that it had very large market shares, especially with European railways.

So when VA bosses began looking internally for candidates for privatisation, the points business rapidly emerged at the head of the list.

A proper corporate structure was set up and the company launched itself more systematically into overseas markets. VAE was convinced that demand for railway infrastructure was on the verge of huge growth in many countries.

At an early stage, the decision was made to carry out expansion through subsidiaries and joint ventures rather than export, not least because of the bulkiness

**Group sales and profits have grown rapidly in the past three years**

of the products. VAE has moved rapidly, thanks in part to nearly Sch500m in new equity provided by a partial privatisation in December 1992 and a rights issue last November. It now has outlets in the US, Canada, Australia and Hungary.

The group's product line is vast, covering every conceivable type of point for tram lines, cog railways, cable railways, standard railways and even some that serve rail lines of more than one gauge.

Its success is built on sophisticated welding techniques and cast steel crossings that make its points more durable

than those of its competitors, and on its know-how for designing the extremely gently curved points that trains can negotiate at up to 200kph.

In 1992, after a one-year inspection, it was awarded the ISO 9001 norm by Lloyds of London for its quality assurance system.

The group also makes electronic point diagnosis systems which provide constant surveillance and set off alarms when trouble is detected.

Group sales and profits have grown rapidly in the past three years. Last year, consolidated net income jumped 18 per cent to Sch1.3m on sales up 21 per cent to Sch1.7bn, and the directors are forecasting further growth this year.

After a difficult start at Sch915 in a weak market in December, 1992, the shares have been among the best performers in the Austrian market. They rose to a peak of Sch1.585 at the end of last year and the trend continued in the first quarter of this year.

The state holding company OIAG is expected to sell its remaining 26 per cent stake in the group in the autumn.

Ian Rodger

# Times change, the value of experience doesn't.

The pace of change in Central and Eastern Europe is producing new opportunities and new challenges. The most valuable asset Creditanstalt can offer is its experience. Among western banks we are unmatched with our network and contacts in these nascent markets.

This gives us a familiarity which makes these countries almost a "home market" for us and our customers. Not least because our strong involvement in this region is based on a long-standing tradition. For example, our presence in Budapest and Prague dates back to 1857. As new business is emerging, no one is better placed to help you succeed.

Creditanstalt is Austria's leading financial group active in the areas of commercial and investment banking, financial advisory services, project and lease finance, new issues of equities and debt securities, asset and fund management and real estate counselling.

Investment banking has always played an important role in the group's activities. In order to provide its corporate finance, mergers and acquisitions and privatisation services, Creditanstalt has established investment banks in Poland, the Czech Republic, Slovakia, Hungary and Bulgaria.



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